Equality, Diversity & Inclusion Policy

Crisp Vocational Provision Ltd

Building futures for tomorrow

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Introduction

This policy outlines the Provision's approach to equality, inclusion and diversity. It describes how the Provision meets its statutory duties and is in line with national guidance. It includes information about how the Provision is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

Aims

At Crisp Vocational Provision we consider the needs of different groups meeting our obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminating Discrimination: work to eliminate discrimination, harassment, and victimisation against individuals based on protected characteristics such as race, gender, disability, and age.
- Advancing Equality of Opportunity: Taking steps to ensure that individuals with protected characteristics have equal access to opportunities and resources.
- Fostering Good Relations: Promote positive relationships between people who share a protected characteristic and those who do not.

Definitions

Equality

- Equality means making sure that everyone is treated fairly and with dignity and respect. It
- means challenging discrimination and removing barriers, so that everyone has
- opportunities to achieve their desired outcomes.

Diversity

- Diversity is about recognising the benefits of different values, abilities, and perspectives,
- and celebrating people's differences. This means promoting an environment that
- welcomes and values diverse backgrounds, thinking, skills and experience.

Inclusion

- Inclusion is providing a space where everyone has equal access to opportunities and
- resources, and where everyone feels valued and accepted. Everyone should be able to • contribute and have a voice. This may mean making reasonable adjustments to facilitate
- participation.

Legislation and guidance

This document meets the requirements under the following legislation:

The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination

The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

The Equality Act – Protected Characteristics

Schools must 'promote an inclusive environment that meets the needs of all pupils, irrespective of age, disability, gender reassignment, race, religion, belief, sex or sexual orientation'.

The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

The Equality Act - Protection from discrimination

The Act protects people in various settings, including the workplace and educational establishment. People are specifically protected from:

- **Direct discrimination**. This means treating one person worse than another person because of a protected characteristic.
- **Indirect discrimination** This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one.
- **Harassment.** This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment.
- **Victimisation**. This means people cannot treat you unfairly if you are acting under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so.

Approach

Our approach to equality, inclusion and diversity is based on 8 key beliefs and values:

1. **All learners are of equal value**, whether they are disabled, whatever their ethnicity, culture, economic background, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. **Recognise, respect and value** differences and understand that diversity is a strength.
3. Take account of differences and strive to **remove barriers** and disadvantages which people may face, in relation to background, disability, ethnicity, gender, religion, belief or faith and sexual orientation.
4. D**iversity is a strength**, which should be respected and celebrated by all those who learn, teach and visit here. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential. We work to raise standards for all pupils, but especially for the most vulnerable.
5. Foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
6. Shared sense of **cohesion and belonging**. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.

7. **Good equality practice** for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
8. Believe that **improving the quality of education** for the most vulnerable groups of pupils raises standards across the whole provision.

Promoting equality of opportunity between different groups

At Crisp Vocational Provision we value knowledge and understanding of the needs of our cohort. Working in partnership with refers, parents and carers, to identify children who have a disability through our student admissions meetings. Collecting and analysing data to inform our planning and identify targets and to achieve improvements. Prioritising taking action to close any gaps, for example, for those making slow progress in acquiring age-appropriate literacy and numeracy skills. Ensuring students from all groups are challenged to reach higher levels. Using a range of teaching strategies that ensure we meet the needs of all pupils. We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.

We monitor vulnerable groups collecting, analysing and using data in relation to attendance and exclusions of different groups. Monitoring the impact of interventions through Provision Map. Ensuring that we are always aspirational and that students see themselves represented in Provision staff.

Challenge the use and teach about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality. Educate students about their rights and the rights of others. Upholding British Values. Discussing issues faced by students in PSHE and tutor time.

Putting into place positive and proportionate actions to address the disadvantage faced by particular groups of students with protected characteristics, such as targeted support. The actions will be designed to meet the Provision's Equality Objectives.

Our Provision has accessibility plans that are renewed every year or when a significant change has taken place.

Eliminating discrimination, harassment and victimisation.

We take account of equality issues in relation to admissions and exclusions; the way we

provide education for our pupils and the way we provide access for pupils to use facilities

and services.

We are aware of the reasonable adjustment duty for disabled pupils – designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their nondisabled peers.

The Headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion, or training opportunities. We actively promote equality and diversity though the curriculum and by creating an environment which champions respect for all.

Our admissions arrangements are fair and transparent, and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

Addressing prejudice and prejudice-based bullying

The Provision challenges all form of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality; prejudices around disability and special educational needs; prejudices around race, religion, or beliefs; prejudices around gender and sexual orientation

Staff are made aware of how prejudice-related incidents should be identified, assessed, recorded and dealt with. We treat all bullying incidents equally seriously. Please see Anit-bullying and Behaviour Policies.

Behaviour, Suspensions and Attendance

The Provision's policies on behaviour, anti-bullying and attendance take full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustment for pupils with a disability. We closely monitor data on exclusions and absence from school for evidence of over- representation of different groups and act promptly to address concerns.

Roles and Responsibilities

The Proprietor

Ensures that this policy and its related procedures and action plans are implemented. The Proprietor keeps aspects of the Provision's commitment to the Equality Duty under review, for example, in terms of standards, curriculum, admissions, exclusions, personnel issues and the Provision environment. That equalities objectives are set every four years by the Provision.

The Headteacher

Is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination and reporting these as appropriate.

Staff

- promote an inclusive and collaborative ethos in their classroom
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability
- maintain the highest expectations of success for all pupils irrespective of race, religion, gender, economic background, disability etc.
- support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult
- keep up to date with equalities legislation relevant to their work.

Employees have a duty to co-operate with Crisp Vocational Provision to make sure that this policy is effective in ensuring equality, diversity and inclusion and in preventing discrimination. Putting this policy into practice is the responsibility of every employee.

All visitors to the Provision

Visitors including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy. We will publish this policy on our website to enable them to do this.

Equal Opportunities for Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

Training and promotion: Crisp Vocational Provision will train all staff on equality, diversity and inclusion and in helping them identify and deal effectively with discriminatory acts or practices. Managers will be responsible for ensuring they actively promote equality of opportunity, diversity and inclusion within the teams for which they are responsible. Line managers must also set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to this policy. In addition, all line managers who are involved in staff salary (and bonus) reviews will be trained on equal pay issues.

Crisp Vocational Provision will also provide training to all employees to help them understand their rights and responsibilities in relation to equality, diversity and inclusion and what they can do to create a work environment that is free from discrimination. Opportunities for training and development will be made available to all employees - who will be helped and encouraged to develop to their full potential - so that their talents can be fully utilised and they can progress within the Company. Training needs will be identified through regular staff appraisals.

Employment Policy statement

Crisp Vocational Provision is an equal opportunity employer and is fully committed to a policy of encouraging equality, diversity and inclusion among its employees and job applicants - and treating all of its employees and job applicants equally, fairly and without bias. Crisp Vocational Provision will avoid unlawful discrimination in all aspects of employment including recruitment and selection, promotion, transfer, opportunities for training and development, pay and benefits, other terms of employment, dealing with grievances and discipline, performance management, requests for flexible working, selection for redundancy and dismissal.

Crisp Vocational Provision will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origins and caste), religion or belief, sex or sexual orientation. In this policy, these are known as the protected characteristics. Crisp Vocational Provision's aim is for its workforce to be truly representative of all sections of society, and for each employee to feel respected.

Crisp Vocational Provision is also committed to providing a work environment that is free of harassment, bullying and intimidation and promoting dignity and respect for all. Crisp Vocational Provision has a separate Dignity at Work Policy which deals with harassment, bullying and intimidation – and which sets out how complaints of that type will be dealt with.

Recruitment, advertising and selection

The recruitment process will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of relevant experience, abilities and qualifications - **i.e.** based on merit. Crisp Vocational Provision is committed to applying its **Equality, Diversity & Inclusion Policy Statement** at all stages of recruitment and selection.

Advertisements will aim to positively encourage applications from all suitably qualified and experienced people. When advertising job vacancies, in order to attract applications from all sections of the community - and to encourage diversity and strive for greater inclusion – Crisp Vocational Provision will, as far as reasonably practicable:

1. Ensure advertisements are not confined to those areas or publications which would exclude - or disproportionately reduce - the numbers of applicants with a particular protected characteristic.
2. Avoid setting any unnecessary provisions or criteria which would exclude a higher proportion of applicants with a particular protected characteristic.
3. Avoid stereotyping or using wording that may discourage particular groups from applying.

Where vacancies may be filled by promotion or transfer, they will be published to all eligible employees in such a way that they do not restrict applications from employees with a particular protected characteristic.

However, where, having regard to the nature and context of the work, having a particular protected characteristic is an occupational requirement - and that occupational requirement is a proportionate means of achieving a legitimate aim - Crisp Vocational Provision will apply that requirement to the job role and this may therefore be specified in the advertisement.

The selection process will be carried out consistently for all jobs at all levels. All applications will be processed in the same way. The staff responsible for short-listing, interviewing and selecting candidates will be clearly informed of the selection criteria and of the need for their consistent application. Person specifications and job descriptions will be limited to those requirements that are necessary for the effective performance of the job. Wherever possible, shortlisting will be done by more than one person, all applicants will be interviewed by at least two interviewers and all questions asked of the applicants will relate to the requirements of the job. Applicants will not be asked questions which might suggest an intention to discriminate on grounds of a protected characteristic. The selection of new staff will be based on the job requirements and the individual's suitability and ability to do, or to train for, the job in question.

Links to other documents

Please also see our other policies:

- Behaviour policy
- Anti-bullying policy
- SEND policy
- Admissions policy
- British Values policy
- Staff Handbook

Complaints

Complaints arising from the operation of this policy will be dealt with in line with our Complaints Procedure.

Dissemination

The Policy is available on the Provision website, and a paper copy can be obtained from the Provision admin office on request.

Reviewing the policy

This policy will be reviewed annually by the Head teacher and monitored by the Proprietor with changes made to ensure that the Policy is relevant and up to date.