

Equality and Diversity Policy

The Equality Act (2010), replaced previous anti-discrimination legislation and sets out nine Protected Characteristics that describes the groups that are protected by law from being discriminated against on the grounds of belong to any group having one or more of these characteristics. The act also extends to cover seven types of discrimination. Both of these are described in the policy below.

Bradstow School and Children's Home is committed to ensuring equal opportunity exist across its entire community, that we apply equality and diversity principles in everything we do and that no person is discriminated against.

Commitment to Equality and Diversity

We welcome our general duty under the Equality Act (2010) to eliminate discrimination, to advance equality of opportunity and to foster good relations. Additionally we are committed to promoting community cohesion under our duty to the Education and Inspections Act (2006)

We will:

- Ensure that everyone within our community is treated gently, fairly and with respect
- Recognise that people have individual needs, and that we each understand that treating people equally does not always involve treating them all exactly the same
- Recognise that for all our young people extra support is needed to help them to achieve
- Make sure that people from different groups are consulted and are involved in our key decision making
- Ensure no one experiences harassment, discrimination or less favourable treatment owing to any personal (protected) characteristic as described below
- Ensure that our premises is a safe, secure and stimulating place for everyone at all times

On an annual basis, we shall publish information pertaining to population of young people at Bradstow and the impact of equality objectives on addressing any perceived or implied inequalities. We will maintain a procedural document that will specify how we are meeting our equality and diversity targets.

Ofsted inspection framework

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others, young people:

- Who are disabled
- Who have special education needs
- Who are from BEM groups
- Who are from lower economic groups and know to be eligible for free school meals
- Who are looked after children (LAC)

Protected Characteristics

These are defined as:

- | | | |
|------------------------|---------------------------------|-----------------------|
| 1. Age | 4. Marriage & civil partnership | 7. Religion or belief |
| 2. Disability | 5. Pregnancy and maternity | 8. Sex |
| 3. Gender reassignment | 6. Race | 9. Sexual orientation |

Types of Discrimination

The Equality Act (2010) defines these as:

Direct discrimination - *where someone is treated less favourably than another person because of a protected characteristic*

Associative discrimination - *this is direct discrimination against someone because they are associated with another person who possesses a protected characteristic*

Discrimination by perception - *this is direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to*

Indirect discrimination - *this can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic*

Harassment - *this is behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them*

Victimisation - *this occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation*

How we embed a culture of Equality, diversity and equal opportunities throughout

- Equality, diversity and equal opportunities (EDEO) is included within the induction of all new staff and is embedded within the continual curricula used for our young people
- Each new or updated policy will be assessed for its impact in EDEO before being completed and clearly disseminated to staff as required
- Performance Management and Supervision can be used to reinforce positive messages
- Careful consideration is given to how and what we communicate, the language chosen and the methodology chosen to convey messages across the organisation
- A zero tolerance approach remains in place for any breach of this policy or the fundamental concepts that underpin by any member of staff within the Bradstow community

Associated documentation

Please refer to the Equality and Diversity Scheme (P Drive) for more detailed information about roles and responsibilities; promotion and training; and specific procedures and actions in relation to this policy.

For internal use only:

Policy last reviewed: November 2018

Policy reviewed by: Mike Kemlo

SLT responsibility: School Business Manager

Approved by Board of Governors: To be reviewed