

## INTRODUCTION

---

This Equality and Diversity Policy has been developed in accordance with the Equality Act (1st October 2010). The Equality Act 2010 harmonised nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality in the workplace and all other areas of life.

The Act also specifies particular areas of protection, e.g. in employment and within education and sets out general and specific duties which must meet. We need to give due regard to the three elements of the duty in all our activities:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not and
- Foster good relations between those who share a protected characteristic and those who do not.

This policy represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy.

## AIMS

---

KANGA is committed to promoting a positive and diverse culture and achieving equality of opportunity for all pupils, parents, staff, governors and visitors, ensuring all are respected, valued and supported to fulfil their potential, irrespective of their protected characteristic. We believe that all people are of equal value and are entitled to equality of opportunity. We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race (including colour, nationality, and ethnic or national origin)
- Religion and belief
- Sex
- Sexual orientation

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

## VALUES, PRINCIPLES AND STANDARDS

---

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice;
- acknowledging and valuing diversity;
- respect for others;

- compliance with equal opportunities legislation;
- elimination of all forms of prejudice and unfair discrimination;
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour;
- commitment to inclusive education which enables and supports all pupils to develop their full potential;
- accountability for compliance with this policy by all members of the School; □ communities and others engaged in school business or activities.

## **OBJECTIVES**

---

The objectives of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people;
- actively promote equality of opportunity;
- prepare pupils for life in a diverse society;
- promote good relations amongst people within the school community and the wider communities within which we work;
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour;
- deliver equality and diversity through our school policies, procedures and practice;
- do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations;
- monitor the implementation of equality and diversity;
- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

## **COMMUNICATION OF EQUALITY AND DIVERSITY POLICY**

---

We will take active steps to communicate this Equality and Diversity Policy to all pupils, parents, staff, and trustees. This will be by way of inclusion in new staff induction process, training and refresher training for all staff and trustees at least every two years.

## **RESPONSIBILITIES AND ACCOUNTABILITIES**

---

The Trustees are responsible for:

- making sure the school follows all of its equality and diversity policies and codes and meets its legal responsibilities with respect to equality.

The Director is responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation;
- ensuring the school implements its equality and diversity policies and codes of practice;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

Senior Staff are responsible for:

- putting this equality and diversity policy into practice;

- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying.

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination;
- challenging any incidents of unfair discrimination or racial, sexual or other stereotyping, perpetrated by pupils or other staff;
- keeping up-to-date with equality law and participating in equal opportunities and diversity training;
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers.

Pupils/students are responsible for:

- respecting others in their language and actions;
- following all of KANGA's equality and diversity policies and codes of conduct.

## **MONITORING AND REVIEW**

---

This Equality and Diversity Policy has been approved and adopted by the Trustees. Any new legislation will be included in the policy as and when it is brought into the public domain.