



**Oreston Community Academy**

**Equality Policy**

**Date Reviewed: Autumn 2022**

**Next Review date: Autumn 2023**

# **Oreston Community Academy** **Equality Policy**

## **Our Mission**

**To achieve the safest, happiest, most caring and well-ordered environment possible, in which every individual can realise his or her full potential.**

Oreston Community Academy and Nursery seeks to offer an inclusive environment in which diversity is celebrated. Our aim is to take a proactive approach to promoting equality and eliminating discrimination for all our children, staff, parents and carers.

## **Purpose**

This policy is required to ensure that the school complies with equality legislation. The school recognises that it has to make special efforts to ensure that all groups prosper, including: those with special educational needs; those who have difficulties in accessing the school's facilities or services; those who speak English as an additional language; children who have frequent moves and lack stability leading to time out of school (e.g. children in care); those who, as children, are caring for others; children who come from homes with low income and/or inadequate home study space; children who experience bullying, harassment or social exclusion; children with low parental support or different parental expectations; those with emotional, mental and physical well-being needs; who exhibit challenging behaviour; those who come from minority ethnic groups including travellers, refugees and asylum seekers.

## **Definitions**

In this policy 'equality' refers to all areas covered by the equality Act 2010. This includes groups protected in law by the Equality Act 2010 from direct or indirect discrimination linked to age, disability, gender reassignment, race, religion or belief (including none), sex, sexual orientation.

In addition, staff and governors at our school include groups of children from the full range of families who live in our community. That is: children who have been adopted or living with foster parents / families; children being cared for by extended family including private fostering and special guardianship; children living in single parent families or with step parents; children in receipt of free school meals or living in a family experiencing significant economic disadvantage; children with English as an additional language and Armed Forces families.

1. The Governing Body recognises its responsibilities as an employer for setting standards of fair treatment.
2. The Governing Body will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly on the grounds of age, race, colour, ethnic origin, nationality, sex, religion, marital status, sexuality or disability. The Governing Body also affirms its commitment to treat part-time staff as equitably as full-time staff, having regard to national and local conditions of service and to statute.
3. To meet these objectives, the Governing Body and Headteacher will ensure that:
  - (a) Selection criteria relate to job requirements and are not discriminatory by asking for inappropriate qualifications or experience.
  - (b) Job descriptions and personnel specifications are not discriminatory.
  - (c) Job advertisements are not without proper reason confined to publications or worded in such a way as to exclude applicants either individually or of a particular group. Advertisements will carry a statement that the Oreston Community Academy

is an equal opportunity employer. Care should be taken in recruitment procedures to avoid sex, race, social ability/disability discrimination.

- (d) Every job is open equally to all applicants with the required qualifications except where conditions of privacy, and decency or authenticity apply or in cases where the job involved the provision of personal services.
  - (e) Applications will be dealt with in accordance with the Governing Body's recruitment and selection policy. (See code of practice on recruitment).
  - (f) Where selection tests are used they are validated to ensure they relate directly to the job requirements and/or career requirements and measure an individual's ability to do or train for the particular work or career. Such tests are reviewed regularly to check that they remain relevant and free from bias either in content or scoring.
  - (g) Transfer, promotion and training is open equally to all eligible employees and selection criteria do not exclude applicants from any group.
  - (h) Specific training on recruitment and selection will be undertaken by governors and staff as appropriate, to ensure awareness of the wider implications of discrimination.
4. All employees have personal responsibility for the practical application of the policy and those with responsibility for staff are reminded that they may be held individually accountable for ensuring that no form of discrimination occurs in the recruitment, selection, promotion and training of employees. - encouragement should be given to provide training for everyone. - governors should treat staff equally in relation to performance of jobs involving comparable levels of effort, skill and decision making when awarding any promotion or pay increase. - verbal abuse or harassment should not be tolerated. - no one should feel the need to conform to a stereotype. Staff should have confidence in their own unique abilities. - there should be scope for the expression of individual points of view. - active appreciation of all the varying contributions made by staff should be encouraged.
  5. Enquiries will be made into suspected cases of direct discrimination or acts of commission or omission which lead to indirect discrimination. Any such practices will be stopped and disciplinary action may be taken against the individual(s) concerned.
  6. The Governing Body has overall responsibility to ensure this policy is consistently applied and each head of department has responsibility for the implementation of the policy in his or her department.
  7. The School's grievance procedure is available to any employee who considers that he or she may have been unfairly discriminated against. It is important to understand that employees who consider they have failed to secure adequate redress, within the procedure of the Governing Body, may choose to take their case to an industrial tribunal. External applicants who feel they have been unfairly discriminated against may also take their case to an industrial tribunal. In these circumstances complaints can be brought against individual employees as well as the Governing Body and the employing authority.
  8. The Governing Body will review implementation and the need for monitoring.

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