

Equality & Diversity Policy



Through respect we will work together in Christ to develop the whole person

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Introduction

This document sets out the Equality and Diversity Policy of our school

It explains:

- Why equality and diversity are important to us
- The basic principles we will follow
- How we intend to monitor and achieve this

Our school's vision is to campaign to break down barriers to inclusion that enables people to reach their potential. Equality and Diversity are not optional extras as they form an integral part of our objectives.

Our school recognises that it is important to have a public statement of the organisation's Equality and Diversity policy so that staff and users can be clear about their rights and responsibilities and so that there are clear criteria against which the performance of the organisation can be judged. However, we recognise that the creation of a genuine equal and diverse organisation is a continuous process.

SMSC Statement

Our school is committed to ensuring equality of opportunity to all people who work for us and with us. We will work to remove any discrimination by reason of gender, ethnic origin, disability, sexual orientation, age or any other factor that is not directly related to the requirements of our work and the merit principle.

We will be understanding and respectful to all members of the school community and support everyone.

We will have positive attitudes and tolerance towards everyone.

We will maintain working practices and patterns that are supportive to equality and diversity. In particular, we will continue to encourage flexible working patterns that are compatible with the demands of our work.

Staff are encouraged to raise any concerns in the first instance with their line manager or, if appropriate, use the grievance or disputes procedure.

Having established the broad principles and priorities of the equality and diversity policy, it is important to continue to review it in the light of experience and feedback. This includes reviewing and providing appropriate training and the development of procedures and other measures to address specific issues. Monitoring and review of progress is part of the work of the owner.

For Equality and Diversity to be effective there needs to be open and honest discussion of the issues involved. Equality and Diversity should be in an inclusive, positive process for

everyone and means creating an environment where staff learn from each other's experience and treat different perspectives and values with respect. As part of this, every member of staff has an individual responsibility to ensure this policy is actively implemented.

Responsibilities

The owner has overall responsibility for the implementation of this policy and for developing and reviewing the policy and the procedures associated with it.

Line managers are responsible for ensuring the policy is implemented in their part of the organisation, for ensuring staff understand the policy and their roles within it and for providing reports and monitoring information.

Everyone in our company has a responsibility to ensure proper implementation of the policy.

Principles

Our company will uphold Equality and Diversity:

- In recruitment and selection, by assessing people on their individual merits and ability to do the job and avoid subjective assumptions by individual panel members distorting objective judgement
- In employment, by developing policies which ensure that no job applicant or employee is unfairly discriminated against on the basis of their race, ethnic origin, culture, gender, disability, sexual orientation, age or religion
- In service delivery by striving to provide appropriate, sensitive and impartial services and being accessible to all people
- Promoting the values contained in the policy in our relationships with other organisations

In implementing these principles, we will ensure that it meets all the necessary legal requirements and strives to set standards of good practice that others will follow.

Policies and Procedures

Recruitment

As part of the implementation of this policy, we will review our recruitment procedures on a regular basis.

Work-life balance

Our company recognises the need for staff to achieve a satisfactory balance between home and work and will incorporate flexible working practices wherever possible.

Monitoring and Review

Our company will undertake appropriate monitoring and evaluation to ensure the policy is enacted by:

- Reviewing the policy as a whole, annually
- Keeping and acting on recruitment, training and other employment information with a view to broadening the talent base by developing people's abilities and creating the potential for new and flexible approaches
- Reminding employees of the equality and diversity policy during induction and before interviewing