



ASHLAWN SCHOOL
‘A High Performing Specialist Academy’

**EQUALITY AND DIVERSITY
POLICY**

Policy & Procedure Number	AP019
School Link	A Nicholls
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Purpose

Ashlawn School aims to positively encourage and promote a culture in which all individuals are treated fairly, and with respect, and which values diversity.

We acknowledge that equality and diversity is about making sure people are treated fairly and with respect and that they are given appropriate chances to succeed. It is not about treating everyone in the same way, but recognising that individual needs may be met, in different ways.

Equality focuses on those protected characteristics covered by legislation, namely the key areas of race, gender, disability, age, religion or belief, sexual orientation, gender reassignment and pregnancy and maternity. The legislation adds a duty for schools to promote positive values of equality and diversity and to actively oppose all forms of discrimination.

We believe that people must not be unfairly discriminated against and the school will comply with the legal requirements identified in the Equality Act 2010.

Any direct, or indirect, discrimination applied to any existing or potential future individual member of the school community on grounds of race, gender, disability, age, religion or belief, sexual orientation, gender reassignment and pregnancy and maternity is not acceptable.

Scope

This policy covers equality and diversity in all aspects of school activities including: marketing and publicity, recruitment, curriculum, teaching and learning, staff recruitment and the environment. People covered by this policy include:

- Current staff and learners
- Future staff and learners
- Visitors, contractors, sub-contractors and service providers

Intended Outcomes

Staff

Employees who feel they have received unfair treatment under the terms of this policy should raise the matter through the Grievance Procedure. External applicants for employment who feel they have received unfair treatment under the terms of this policy will be referred to the Personnel Officer for the matter to be investigated.

Recruitment and Selection

The Personnel Officer will be responsible for the development of appropriate monitoring systems to ensure the effective application of the policy and the provision of management reports when required.

The recruitment and selection procedures have been determined in order to ensure that selection decisions are based on criteria relevant to the job and that arbitrary discrimination is eliminated.

Staff Development and Training

Staff will be selected for, or encouraged to participate in, particular training and development activities on the basis of their abilities, their needs and those of the school in relation to their current jobs or potential future jobs. All managers involved in identifying training and development needs and opportunities will be required to ensure that there is no discrimination on arbitrary grounds and that selection is based on job related criteria. Staff Training is essential to the success of the Equality and Diversity Policy and will ensure that everyone is aware of their roles and responsibilities in relation to equality and diversity.

Harassment

Harassment of any nature against employees of Ashlawn School will be treated seriously as a disciplinary offence.

Curriculum, Teaching and Learning

The school will seek to provide a range of learning programmes delivered in ways to suit all learners, including those who have not previously succeeded in education.

The curriculum, its delivery and resources used will be free from bias, stereotyping, discrimination and harassment.

The lesson observation procedure will identify good practice or areas for development. The school will deliver learning through flexible means which cater for a wide range of learning styles and will take account of the student's perceived needs.

Environment

The school will continue to develop a physical environment which is welcoming, safe and designed to address the unique needs of individuals.

The school will continually improve physical access to the school and to its services. All signs, communication and instructions will be clear and simple and free from discrimination.

To be read in conjunction with the Safeguarding Policy