



## Equal Opportunities and Diversity Policy

<b>Date</b>	<b>September 2021</b>
<b>Date of Review</b>	<b>August 2022</b>
<b>Approved by</b>	<b>A Pincher</b>

## **Aims**

The Regis Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## **Legislation and guidance**

This document meets the requirements under the following legislation:

The Equality Act 2010, which introduced the protects people from discrimination

The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

The Governors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis
- Ensure they're familiar with all relevant legislation and the contents of this document

The Head of Centre will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Identify any staff training needs, and deliver as necessary

## **Elimination discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non – discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and Governors are regularly reminded of their responsibility under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in meeting minutes.

New staff receive training on the Equality Act as part of their induction, all staff receive refresher training.

### **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, The Regis Academy aims to advance equality of opportunities by:

- Removing or minimising disadvantages suffered by people which have connected to a particular characteristic they have (e.g. a pupil with disabilities)
- Taking steps to meet the particular needs of people who have particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in a full range of sporting activities)

### **Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching citizenship and personal, social, health and economic (PHSE) education, but also through activities in other curriculum areas. For example, pupils will be introduced to literature from a range of cultures
- Speaking to pupils in groups dealing with relevant issues. Pupils will be encouraged to take a lead and we will invite external speakers to contribute
- Working with our local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils with the school if they should occur.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

### **Equality considerations in decision making**

The Regis Academy ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for girls and boys

### **Equality Statement**

The Regis Academy will adhere to the requirements of the Equality Act 2010 by not discriminating against pupils, parents, staff, volunteers, prospective employees or anyone involved in external agencies. The Equality Act 2010 provides a single legal framework designed to be more effective at

tackling disadvantage and discrimination. It places legal responsibilities on the school and covers the following nine protected characteristics:

- **age** - a person of a particular age or belonging to a particular age group;
- **race** - a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins;
- **disability** - a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities;
- **sex**- a man or a woman;
- **sexual orientation** - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes;
- **gender reassignment** – a person who has undergone the process of transitioning from one gender to another;
- **marriage and civil partnership** – regardless of between a man and a woman or a same-sex couple;
- **pregnancy and maternity** - being pregnant or expecting a baby and the period up to 26 weeks after giving birth, including breastfeeding;
- **religion and belief** - religious and philosophical beliefs, including lack of belief, which affect life choices or the way a person chooses to live.

When recruiting staff, health related questions will not be asked until the job offer has been made, and then only is necessary for the role.

The Regis Academy may decide to use 'Positive Action' clause of the Equality Act 2010, which allows for setting up of courses specifically for certain groups, such as Afro – Caribbean boys or Roma Children

In addition, The Regis Academy will,

- Ensure that the services it provides and the admissions procedures in operation are accessible to all and endeavour to positively encourage and benefit people from disadvantage groups,
- Supply specialist aids and facilities to enable disabled people
- Monitor any issues that arise within the organisation and take appropriate action, supporting any person in the organisation who is faced with discrimination or prejudice
- Treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

**Non-Compliance with this Policy**

Any person who experiences, witnesses or believes that the Equality Opportunities and Diversity Policy has not been respected, should immediately advise the Head of Centre. The person responsible for the breach will be reminded of the existence and the purpose of the policy and asked to adhere to it.

If the person continues to behave in unacceptable manner, this may result in:

- The Disciplinary Policy being invoked.
- Referral to a higher level of authority or the appropriate agency.