

Equality and diversity Policy.V1.5

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<u>Written by:</u>	<u>Jadie Wardle</u>

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 provisions must meet. The Public Sector Equality Duty consists of a general duty and some specific duties that are designed to help provisions meet their general duty. As a provision this means we have 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.

Further information regarding the Public Sector Equality Duty can be found on Leicestershire County Council's website. 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

Clover Learning Community is committed to promoting a positive and diverse culture and achieving equality of opportunity for all pupils, parents, staff 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.

We understand that discrimination can happen in many forms. Please see below terms and examples:

Direct discrimination

There are 3 types of direct discrimination. These are when it happens to a person who:

- has a protected characteristic – sometimes called '**ordinary**' direct discrimination
- has a connection with someone with a protected characteristic – called '**discrimination by association**'

- is thought to have a protected characteristic when they do not – called '**discrimination by perception**'

Direct discrimination against someone who has a protected characteristic

This is when someone is put at a disadvantage and treated less favourably because of a protected characteristic they have. It's sometimes known as 'ordinary' direct discrimination.

Example of direct discrimination because of someone's protected characteristic

Mo is an accountancy graduate. He applies for a job teaching maths at Clover Learning Community. The employer rejects the application because they think men do not have the nurturing nature needed to teach vulnerable students and a female teacher would be better. This is direct discrimination because of sex.

Discrimination by association

'Discrimination by association' is a type of direct discrimination. It's also known as 'associative discrimination'.

It means discriminating against someone because of their connection with either:

- someone who has a protected characteristic – for example a family member, friend or colleague
- a group of people who have a protected characteristic

Discrimination by association does not apply to the protected characteristic of marriage and civil partnership.

Example of discrimination by association

Al has a close friend who had gender reassignment surgery. After some people at work find out about this, they stop inviting Al to work social events. This could be discrimination by association, as gender reassignment is a protected characteristic.

Discrimination by perception

'Discrimination by perception' is another type of direct discrimination. It's also known as 'perceptive discrimination'.

It means discriminating against someone because of a 'perceived' protected characteristic. For example thinking someone is a certain age and discriminating against them because of it, when they're not actually that age.

Discrimination by perception does not apply to the protected characteristic of marriage and civil partnership.

Example of discrimination by perception

Rita wears a rainbow bracelet to display commitment to LGBT+ equality. Some colleagues think this means Rita is a lesbian and they draw offensive graffiti on Rita's locker. Rita is not a lesbian, so this is discrimination by perception on the grounds of sexual orientation.

This policy is set in place to ensure the following objectives are exercised:

- 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 provision community and the wider communities within which we work;
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour through use of the Disciplinary Procedures when required;
- deliver equality and diversity through our provision policies, procedures and practice;
- do our utmost, within available resources, to remove barriers which limit or discourage access to the 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 within the provision;
- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

Values, principle 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 provision;
- communities and others engaged in provision business or activities.

Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all pupils, parents, staff, and governors of the provision. This will be by way of inclusion in new staff induction process, training and refresher training for all staff and governors on a bi-annual basis.

Responsibilities and Accountabilities

The proprietors are responsible for:

- making sure the provision follows all of its equality and diversity policies and codes and meets its legal responsibilities with respect to equality.
- ensuring policies and procedures are in place to comply with all equality legislation;
- ensuring the provision 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.

Provision management teams are responsible for:

- putting the provision's equality and diversity policies and codes 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 students 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.

Students are responsible for:

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

This policy is used alongside the following policies:

- Anti-bullying policy
- Behaviour policy
- Staff code of conduct
- Managing allegations (including low level concerns) policy
- Safeguarding policy