



## Durrington High School Equality and Diversity information and objectives

Durrington High School as part of Durrington Multi Academy Trust respects and embraces the diversity within our community. We are committed to an environment which ensures that all students and adults are treated with dignity and respect. We seek to provide a positive learning and working environment, free from discrimination, harassment or victimisation.

Durrington Multi Academy Trust is an Equal Opportunities Employer and welcomes applicants from all groups.

For us **'equality'** is about opportunity, access, participation and contribution on a fair and equal footing and providing a framework for this to happen. The term **'diversity'** acknowledges there are differences between people and the school values and respects the variety of backgrounds, perspectives, values and beliefs of each individual.

This is regardless of race, ethnicity, religion, nationality, cultural background, disabilities, gender, sexual orientation, social economic factors or age. We promote positive action to ensure that all students and staff are enabled to make the most of their abilities and qualities.

### **Legal setting**

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED)(sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and academies, and which extends to all protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April, 2011. It has three main elements. In carrying out its functions, Durrington High School will have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act,

- 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.

(Where schools are concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to students).

**To fulfil our specific duties under the law we will:**

- a) Publish information on our website to demonstrate how we are complying with the Public Sector Equality Duty.**
- b) Prepare and publish equality objectives.**

The purpose of our Equality and Diversity information is to ensure that, in everything we do, the school and Trust promotes diversity and equality of opportunity, eliminates discrimination, and brings about positive change for those experiencing disadvantage. It is attached to provide a framework for good practice in developing equality of opportunity and access both within the school, its school workforce and the wider community.

The **general aims** of the Trust and all schools within the Trust are to:

- Promote good practice in equality of opportunity in the organisation's activities;
- Ensure that the organisation's commitment to equality is widely known, understood and communicated.

The **specific** aims of the Trust and all schools within the Trust are to work with our students, employees, students, parents, contractors and key stakeholders:

- **as a school**, to provide an outstanding education which meets the needs of all our students and enables all to achieve success;
- **as an employer**, to have a workforce which is representative of the community we serve; to value and use the diversity of its staff; to strive to be a place where people want to work; to be a leader in good practice in this area; to ensure fair treatment and equality of opportunity for all and to recruit the best person for the job based on careful analysis of job requirements and performance.
- **as a community leader**, to champion equality of opportunity, challenge racism and all forms of discrimination and contribute to making the local community a place where people live together safely in peace, respect and friendship;
- **as a major procurer and commissioner of services**, to use our spending power wherever possible to influence other organisations in promoting equality of opportunity.

Durrington Multi Academy Trust and Durrington High School undertakes to:

- meet its legal obligations under relevant legislation;
- treat everyone fairly and with respect for their culture, values and beliefs;
- operate in an open and accountable fashion;
- encourage and enable the involvement of people in decisions which affect them.

### **Objectives**

The Academy and Trust are committed to providing high quality teaching and learning for our pupils. We recognise that by valuing and promoting equality and diversity for all employees and job applicants, and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We also value diversity and recognise the varied contributions that a diverse workforce brings to an organisation; we are committed to drawing on different perspectives and experiences of individuals which will add value to what we do. Our objectives in order to meet the PSED can be found at the end of this document. The policy also takes into consideration good practice guidance from the CRE, Equal Opportunities Commission, Audit Commission and the Disability Rights Commission.

### **At Durrington High School we have developed strategies and policies to ensure that**

- We promote the principles of fairness and justice for all members of our school community
- We do not discriminate against any members of our community on the grounds of their ethnicity, sexuality, gender, disability, social economic factors or cultural traditions
- We ensure that all students have equal access to the curriculum and to all the school resources and provisions we can offer
- We ensure that recruitment, training and promotion systems are fair to all staff members
- We will always challenge any form of direct or indirect discrimination or prejudice levied at any members of our school community
- We positively celebrate our differences, as represented in our school community and beyond, and will challenge stereotyping wherever it occurs
- We show mutual respect for one another and for all minority groups

### **School Context**

Equal opportunity data for staff and students can be found as appendix 1 to this policy

## **Employer duties**

As an employer we will ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

We aim to ensure that no job applicant suffers discrimination because of any of the protected characteristics. Our recruitment procedures are reviewed regularly to ensure that individuals are treated on the basis of their relevant skills and abilities. Job selection criteria are regularly reviewed to ensure that they are relevant to the job. Short listing of applicants should be done by more than one person wherever possible.

Job advertisements should avoid stereotyping or using wording that may discourage groups with a particular protected characteristic from applying. We will take reasonable steps to ensure that our vacancies are advertised to a diverse labour market.

Applicants will not be asked about health or disability before a job offer is made, other than where it is necessary to;

- (a) establish if an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).
- (b) establish if any reasonable adjustments need to be made to enable an applicant to have a fair interview or assessment.
- (c) carry out equal opportunities monitoring (which will not form part of the decision-making process).

Applicants will not be asked about past or current pregnancy or future intentions related to pregnancy. Applicants will not be asked about matters concerning age, race, religion or belief, sexual orientation, or gender reassignment.

We are required by law to ensure that all employees are entitled to work in the UK. Assumptions about immigration status should not be made based on appearance, name or apparent nationality. All prospective employees, regardless of nationality, must be able to produce original specified documents before employment starts to satisfy current immigration legislation.

## **During Employment**

Employees are required to disclose any convictions received during their employment, where it is relevant to the job or may impact on their ability to undertake their roles. Each case will be reviewed on an individual basis by taking into consideration the role and responsibilities of the post holder, the nature of the conviction and the potential impact on the ability to undertake the role and impact on the school.

### **Discrimination against people with dependents/caring responsibilities**

We will ensure that our employment practices prohibit unfair discrimination against people with dependents/ caring responsibilities in: promotion or career progression; recruitment and selection; redundancy; retirement; support systems; training and development. To facilitate the above the school offers, where practicable and manageable within the requirements and duties of the school/business, a number of 'work-life balance' initiatives open to all employees: details are set out in the leave policies/guidance.

### **Training**

We are committed to valuing and supporting our employees to realise their full potential and creating a diverse workforce that broadly reflects the community in which we operate. Our commitment to families and employees is one of continuous development through training and awareness raising helping to make this policy fully effective.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continuing professional development opportunities for all staff;
- Leadership Team support to ensure equality of opportunity for all;
- Publication of equality data relating to staff on an annual basis (see appendix attached).

### **Procurement & Commissioning of Services**

Durrington High School will where possible require all contractors, consultants and suppliers to comply with relevant equality and diversity legislation and school's policy.

### **Partnership**

We will work in collaborative and proactive in partnerships and organisations in the community, both statutory and voluntary, in delivering common race equality objectives and appropriate services to the communities we serve in order to ensure that equality of opportunity is promoted through both good employment practices and in the delivery of services.

### **Admissions and exclusions**

Our admissions arrangements are fair and transparent and arrangements do not discriminate according to race, gender, disability or socio-economic factors. Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

## **Consultation and involvement**

In order for our information and plan to evolve the school requests the views of stakeholders on changes and developments. This is done by;

- Feedback from parents' evening, parent school forum meetings or governors' meetings;
- Input from staff;
- Feedback from students via leadership, moral/SME and social lessons and student surveys;
- Issues raised in annual reviews, PEPs or reviews of progress

## **Roles and responsibilities**

Our Governing Body has overall responsibility for ensuring compliance with equality legislation. Day-to-day operational responsibility including regular review of this information, has been delegated to the Headteacher.

All senior leaders must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities. Senior leaders will be given appropriate training on equal opportunities awareness, and recruitment and selection best practice.

All employees have a duty to act in accordance with this policy and not to discriminate against or harass other employees, treating them with dignity at all times. They should also apply this to how they treat members of the public in the provision of services and should support the School and Trust in meeting its commitment to provide equal opportunities for all and promoting diversity in the workplace.

## **Tackling discrimination**

Harassment on account of race, gender, disability, social economic factors or sexual orientation is unacceptable and is not tolerated within the school environment. All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a student's individual circumstances. Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to senior staff through school systems. All incidents are reported to the Headteacher/Deputy Headteachers. Racist incidents are reported termly to the governors and reported to West Sussex.

### **What is a discriminatory incident?**

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.

### **Types of discriminatory incident**

Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation, social economic factors or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into school;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender, social economic factors or sexual orientation;
- Discriminatory comments in the course of discussion;
- Attempts to recruit others to discriminatory organisations and groups;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability, social economic factors or sexual orientation.
- Discrimination by or against an employee is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

(This list is not exhaustive).

### **Responding to and reporting incidents**

All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.

### **Breaches of the Policy**

If you believe that you may have been discriminated against you are encouraged to raise the matter through our Grievance Procedure. If you are uncertain which applies or need advice on how to proceed you should speak to the Headteacher.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Employees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under our Disciplinary Procedure.

Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. We take a strict approach to serious breaches of this policy.

### **Objectives 2016-2020**

Develop plan to support the participation and elite performance of girls in sport – emphasis on school increasing opportunities for representation.

### **Publicity & Communication**

Copies of this Equality and Diversity Information will be made available to all staff. This document will also be published on the school website.

### **Supplementary guidance:**

- Equality and Human Rights Commission
- The Equality Act 2010
- Department for Education guidance

**Reviewed September 2019**