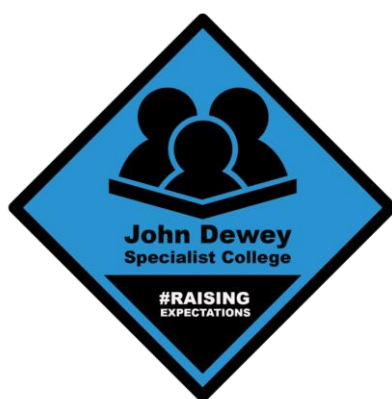


Diversity and Equalities Policy

John Dewey Specialist College
(Part of Area 51 Education Ltd)



Approved by:	Nicki Quarterman	Date: 22 nd September 2022
Governor Sign off:	Dr M. Griffiths	
Last reviewed on:	19 th September 2021 / 22 nd September 2022	
Next review due by:	1 st September 2023	

Introduction

The Equality Act 2010 requires us to demonstrate due regard to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited under the Equality Act 2010
- **Advance the equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

This policy outlines Area 51 Education Ltd's commitment to equality and valuing diversity as part of the organisation's wider commitment to contribute towards creating a fairer society for all. The policy provides guidance on anti-discriminatory practice.

1. Scope

This policy applies equally to any person who may be employed by, offer services to or be in receipt of services from Area 51 Education Ltd. This includes:

- employees
- contractors and subcontractors, including hourly-paid lecturers
- students and volunteers
- members of the public or other professionals visiting the premises
- learners and their parents, carers or other family members
- Trustees and Governors
- Stakeholders

Area 51 Education Ltd will not tolerate discrimination on the grounds of the nine characteristics protected by law:

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| - Age | - Gender reassignment |
| - Disability | - Being married or in a civil partnership |
| - Sex | - Race, including colour, nationality, ethnic or national origin |
| - Sexual Orientation | |
| - Religion or belief | |
| - Being pregnant or on maternity leave | |

Or additionally on any other grounds in which one person may be treated less fairly than another.

The policy applies across the range of employment policies and practice, including those relating to Safer Recruitment, Discipline, Grievance, Harassment and Complaints.

2. Our Commitments:

Equality and diversity are at the heart of our work. We believe that every individual should have the opportunity to fulfil their potential. We will demonstrate our commitment to providing these opportunities by:

- promoting equality of opportunity and diversity within the communities in which we work, with all of our partners and with those who benefit from our service
- treating everyone with respect and dignity at all times
- developing a workforce which represents the diversity of our local communities and those with whom we work
- Aiming to reduce and remove inequalities and barriers that already exist
- recognising and valuing the differences and individual contributions that our employees, providers of services and those who receive services make within our organisation
- ensuring that our service delivery, policies and procedures reflect current best practice and ensuring that all of our employees receive appropriate training and guidance to effectively implement the organisation's commitment to equality and diversity
- taking appropriate action against any individual who either directly or indirectly discriminates against another person or group of persons within the scope of this policy.

Every person who formally represents Area 51 Education Ltd, either as a paid employee or as a volunteer or Trustee / Governor has a personal responsibility to implement and promote these principles at all times. Discriminatory practice of any kind will not be tolerated and will be addressed through the organisation's Disciplinary procedures.

3. What to do if you feel you have been discriminated against

The Company will treat seriously all complaints of discrimination made by employees, learners, customers, suppliers, contractors or other third parties and will take action where appropriate.

If you believe that you have been discriminated against, you are encouraged to raise the matter as soon as possible with your manager or other senior employee using the organisation's Grievance Procedure (found in the Grievance Policy)

Allegations regarding potential breaches of this policy will be treated in confidence and investigated thoroughly. If you make an allegation of discrimination, the Company is committed to ensuring that you are protected from victimisation, harassment or less favourable treatment. Any such incidents will be dealt with under the Company's Disciplinary Procedures.

4. Eliminating discrimination and other conduct that is prohibited by the Equality Act

Equality of opportunity must be embedded in the everyday practice of all those engaged in providing or receiving services at Area 51 Education Ltd. The strength of our organisation is derived from the individual differences of the staff, volunteers and learners who contribute on a daily basis to the services that are delivered.

We will seek to eliminate discrimination by:

- Ensuring that all staff are fully aware of our Equality and Diversity policy
- Taking a firm stance against the use of discriminatory language or actions – there is no place for this in our organisation
- Promoting understanding of difference through our curriculum and training programmes
- Ensuring that our policies and processes demonstrate inclusivity and do not discriminate
- Ensuring accessibility for all
- Delivering a calendar of ongoing events to raise awareness of equality and diversity amongst our staff, students, volunteers, parents/carers and stakeholders.

5. Our Equality Objectives

As an organisation, we have set ourselves the following equality objectives, which will be reviewed and reported upon annually:

1. Promote social mobility by raising aspirations for our students and improving outcomes for all staff and students with protected characteristics, including economic deprivation
2. Embed diversity and equality into our curriculum to enable our students to develop the best possible understanding of diversity and enable them to become responsible and active citizens
3. Actively develop a culture where the student and staff voice is prioritised to shape and promote equality, diversity and inclusion within the organisation

4. Place staff and student well-being at the centre of our planning through the development and delivery of a wellbeing programme.
5. Relocate the organisation to premises in which all students and staff will benefit from a fully accessible physical environment as soon as possible

6. How we define Discrimination:

Area 51 Education's commitment to anti-discriminatory practice relates to all kinds of discrimination, as set out below:

- **Direct discrimination** - where someone is treated less favourably than another because they have a particular characteristic, belief or way of life.
Example: Most staff don't talk to Kathy any more since Bob told them that she is a Jehovah's Witness.
 Kathy is being directly discriminated against because of her religious beliefs.
- **Indirect discrimination** – when a particular individual or group is treated less favourably because of a condition that has been applied, even without the intention to discriminate.
Example: The college policy states that learner photos must show the full head and face of the learner on their ID card, which is on display at all times..
 Serpil, a devout Muslim woman who wears burqa, is refused admission to the college because she is not able to have her full face and head photographed due to her religious beliefs.
- **Associative discrimination** – direct discrimination against someone because they associate with another person who has a protected characteristic.
Example: Jim has a partner who has Tourette's Syndrome. He is never invited out to staff social events because staff don't want him to bring his partner, who can be loud and offensive when she is nervous.
 Jim is being discriminated against because his partner has a disability.
- **Perceptive discrimination** - direct discrimination against someone because others think they have a protected characteristic even if they do not possess that characteristic.
Example: Roger likes to dress fashionably and carries moisturiser and hair gel in his bag. Some staff have started describing Roger as that 'nice boy' whilst waving a floppy wrist.
 Roger is being discriminated against because some staff think he is gay because of the way he dresses and the products he carries, even though Roger has a steady girlfriend.
- **Harassment** – unwanted conduct related to a protected characteristic which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic.

Example: Toby, a volunteer, reports that another member of staff has been posting derogatory comments about him on facebook ever since he corrected her on a work task. The comments are highly personal and he feels intimidated and embarrassed.

Toby is experiencing cyber-bullying, a form of harassment that is taking place via social media.

- **Third party harassment** – potential liability for the harassment of staff by others such as clients or learners.

Example: Jess has reported that a sub-contractor who carried out some work on the college premises has sent her a number of texts referring detrimentally to her gender reassignment and the appropriateness of her employment with young people.

Jess is being harassed by a learner (3rd party) on the grounds of her gender identity.

- **Victimisation** – when someone is treated badly because they have made or supported a complaint under the Equalities Act or it is thought that they have done so.

Example: Roger's friend, Sally, has reported the staff making derogatory comments about the way Roger dresses. Two staff have been suspended. Other staff have started to ignore Sally, and twice now she has found that her lunch has been thrown away 'by accident'.

Sally is being victimised for whistle-blowing on the staff who were discriminating against Roger.

7. As an Employer:

Area 51 Education Ltd aims to promote equality and diversity as an employer and to ensure that no job applicant or employee receives less favourable treatment or is disadvantaged by conditions or requirements that cannot be shown to be justifiable in the context of the policy.

Selection, recruitment, training, promotion and employment practices will be subject to regular review to ensure that they comply with the statement of commitments in the Diversity and Equalities Policy. We will ensure that no employee is disadvantaged by the way in which we advertise or deliver staff development opportunities.

Area 51 Education Ltd regards discrimination, abuse, harassment, victimisation or bullying of staff, learners or others in the course of work as disciplinary offences that could be regarded as gross misconduct.

8. As a Service Provider

Area 51 Education Ltd will ensure that all learners will have equal access to all relevant aspects of the service delivery. This includes learning and assessment materials,

individual equipment, classroom resources, in-house and external facilities, trips and educational visits and work placements. Area 51 Education Ltd recognises that the scope and range of learners' individual needs is broad and wherever, possible will ensure that learner opportunities take into account provision of resources that are equal but may be different to those required by other learners.

9. Data Collection

Area 51 Education complies with the requirement of the Data Protection Act. Any data, either qualitative and or quantitative, required in order to monitor the requirements or the impact of the Equalities Act 2010, will be collected where it is reasonable, proportionate and practical to do so. Any such requirements will be notified to Area 51 Education learners and will follow a common data format.

10. Policy review:

This policy will be reviewed on an ongoing basis and amended in line with new developments in Equality and Diversity best practice.

<u>Policy created:</u>	February 2009
Reviewed:	February 2010, February 2012,
Reviewed and updated:	June 2013
Reviewed:	June 2015, June 2017, June 2019, June 2021
Reviewed and updated	September 2022
Next Review:	September 2023