

Equal Opportunities & Diversity Policy 2020



Contents

Introduction:.....	3
Aims & Objectives:.....	3
Equal Opportunities in Recruitment:	4
Equal Opportunities in the Curriculum:.....	4
Race / Ethnicity:	5
Gender / Sex:	5
Pregnancy and maternity	6
Disability:	6
Religion / Belief:.....	6
Sexual Orientation:	6
Age:	7
The Role of The Senior Leadership Team:.....	7
The Role of Staff:	7
The Role of Students:.....	8
The Role of Parents:	8
The Role of Visitors / Contractors:.....	8
Monitoring / Review:.....	8

Introduction:

Peak Education is committed to the need both to eliminate unlawful discrimination and to promote equality for students, staff and others using school facilities.

Peak Education is committed to giving all students every opportunity to achieve the highest standards by:

- Taking account of their varied experiences and needs
- Offering a broad and balanced curriculum
- Having high expectations of all students

Peak Education complies with all current legislation concerning unfair discrimination and to promoting best practice in equality of treatment. This policy accords with the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and 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 public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)

Subject to the overriding consideration of protecting children and vulnerable people, we will make every effort to prevent unfair discrimination against those with criminal records.

Aims & Objectives:

Peak Education does not unlawfully discriminate against anyone, whether student, parent, staff or visitor, on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age.

Peak Education promotes the principles of fairness and justice for all through the education that it provides.

Peak Education seeks to ensure that, wherever possible, all students have equal access to the full range of educational opportunities provided by the school.

Peak Education strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies, practices and guidelines.

Peak Education ensures that recruitment, employment, promotion and development opportunities are open to all.

Peak Education challenges personal prejudice and stereotypical views whenever they occur. Peak Education is aware that prejudice and stereotyping can be caused by misconception and by ignorance. Through positive educational experiences, and support for each individual's point of view, the school aims

to promote positive social attitudes and respect for all.

Peak Education values each student's worth, celebrating both people's individuality and the cultural diversity of the community centred on the school and shows respect for everyone.

Peak Education and its staff strive to be proactive in tackling prejudice and unlawful discrimination.

Equal Opportunities in Recruitment:

Recruitment and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly.

In accordance with the spirit of this policy statement, employees are given an equal opportunity to progress within the organisation.

The aim of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

Staff:

Peak Education is committed to providing a workplace free from discrimination and harassment and ensuring that all employees and potential employees have equal opportunities to employment, pay, working conditions and advancement regardless of race, gender, sexual orientation, age, disability, religion or belief.

Should any discrimination become apparent within Peak Education, it will be dealt with appropriately.

A clear and precise pay structure is available for inspection to all full-time employees.

Peak Education will treat all employees with respect and dignity and seek to provide a working environment free from harassment, discrimination and victimisation. Peak Education will not tolerate any form of discriminatory behaviour against its employees, either from other employees, learners or members of the public.

No employee should receive preferential treatment from any person presiding in a management position.

Employees will be provided with appropriate training regardless of sex, race, marital status, disability, age, part-time or permanent contract status, sexual orientation or religion.

All employees will receive supervisions and will be encouraged to discuss their career prospects and training needs with their line manager.

Equal Opportunities in the Curriculum:

Every student has an equal entitlement to the Peak Education Curriculum regardless of language, gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, relationship status,

religion, maternity stage or belief or age.

Students should have equal access to the curriculum regardless of academic ability. Consequently, this policy should be read in conjunction with the Special Educational Needs Policy.

Staff will actively encourage the breaking down of any traditional sexual stereotyping regarding activities. All forms of individual and subject support, guidance, amenities and facilities, including extra-curricular activities, will be equally available to students of both sexes.

Behavioural expectations and disciplinary sanctions will be free of any gender, race or culture bias.

The Senior Leadership Team will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to eliminate prejudice, racism and discrimination. Staff should try to ensure that all students feel that their language and culture is both acknowledged and valued.

Peak Education actively encourages an ethos in which all students feel secure and valued.

Race / Ethnicity:

Peak Education will:

- Strive to eliminate all forms of racism and racial discrimination.
- Promote equality of opportunity.
- Promote good relations between people of different racial and ethnic groups.

Peak Education will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with Peak Education procedures (Behaviour Policy). The school endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity are promoted through theme days and is reflected in displays, resources and events.

Cultural diversity and respect for others are celebrated and reflected across the whole curriculum.

Peak Education will give students the understanding they need to recognise prejudice and reject racial discrimination.

Gender / Sex:

Peak Education will constantly examine its curriculum, procedures and materials for gender bias or inequality, particularly in relation to girls' expectations and behaviour.

Peak Education will encourage students to be aware of the rigid sexual stereotypes presented by, for example, the media and will try to ensure that resources value the achievements of both women and men.

Peak Education tries to ensure:

- Staff allocate their time fairly between students.
- Traditional sexual stereotypes are broken down, for example by not asking boys to move furniture whilst girls tidy up.
- Students have opportunities for examining their own pre-conceived ideas of gender roles;

Pregnancy and maternity

Peak Education will be supportive of students and who become pregnant and make reasonable and appropriate arrangements to assist them to continue with their education and employment. As well as normal practice arrangements in terms of maternity leave, educational and employment protection, staff and students who become pregnant will be supported through pregnancy and maternity leave, with reasonable adjustments made where appropriate and necessary. Staff and students who have a pregnancy that ends will be supported through the process, for instance, approved leave of absence.

All students will also learn of the rights and responsibilities they are entitled to as parents and expected parents.

Disability:

Peak Education is committed to meeting the needs of students with disabilities, as it is to meeting the needs of all within the school. The school endeavours to meet the requirements of the Disability Discrimination Act 1995, as amended by the Disability Discrimination Act 2005. All reasonable steps will be taken to ensure that disabled students are not placed at any disadvantage compared to non-disabled children. The legislation states that people with disabilities may be treated more favourably and this requirement should be considered.

Peak Education is committed to providing an environment that allows disabled students full access to all areas of learning or associated services provided for, or offered to, students at the school, including educational visits and other off-site activities.

Staff will modify teaching and learning as appropriate for students with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where students are unable to manipulate tools or equipment.

Religion / Belief:

Peak Education respects the religious beliefs and practices of all staff, students, parents and visitors and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.

Marriage and Civil Partnerships:

Peak Education will ensure that equality of opportunity is provided for people applying for positions at the school, regardless of their marital or civil partnership status. Respect and dignity will be upheld towards students regardless of their parents marital status. Students will learn about loving and trusting relationships of all descriptions.

Sexual Orientation:

Peak Education will make no assumption about the sexual orientation of any of the members of its community.

In the curriculum, sexuality is taught within the context of loving relationships, inclusive of same sex relationships. Whilst heterosexual relationships are the most common in our society, we acknowledge that a small, but significant number of our students will develop a homosexual or bisexual orientation and that during development many will be still questioning their sexual orientation. Students' questions will be answered as they arise, honestly, factually and non-judgementally.

Derogatory name-calling (of any sort) is unacceptable.

Age:

Peak Education will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age.

The Role of The Senior Leadership Team:

The senior leadership team will ensure that the school's policy on equal opportunities is implemented.

The senior leadership team will ensure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.

The senior leadership team will ensure that all appointments panels give due regard to this policy so that no-one suffers discrimination.

The senior leadership team will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.

The senior leadership team will promote respect for other people in all aspects of school life.

The senior leadership team will view all incidents of unfair treatment with due concern.

The Role of Staff:

Staff will recognise their own prejudices and ensure that all students are treated fairly and with respect. Peak Education will not knowingly discriminate against any child/young person, parent or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence against an allegation.

When planning activities and lessons, staff will pay cognisance to the equal opportunities policy, both in the choice of activities and in how to approach sensitive issues. For example, theme days should include examples of the significant contribution made by women, other cultures.

All staff will challenge any incidents of prejudice or discrimination and draw them to the attention of the

Management team.

The Role of Students:

Students will be made aware of the policy and draw any incidents of prejudice or discrimination to the attention of the staff.

The Role of Parents:

Parents will be made aware of the policy through the home-school agreement and draw any incidents of prejudice or discrimination to the attention of the senior leadership team.

The Role of Visitors / Contractors:

All visitors and contractors are required to adhere to the school policy.

Monitoring / Review:

The senior leadership is responsible for monitoring the effectiveness of this policy. They will

- Monitor the staff appointment process so that no-one applying for a post at Peak Education is discriminated against
- Review annually on the effectiveness of this policy
- Take into serious consideration any complaints from students, parents, staff or visitors regarding equal opportunity
- Monitor the school's behaviour policy, and the numbers of exclusions, to make sure that students from minority groups are not unfairly treated.

This policy will be reviewed by the senior leadership team every two years, or earlier if it is considered necessary.