



DIVERSITY, EQUALITY AND INCLUSION POLICY

THIS POLICY IS REVIEWED ON AN ANNUAL BASIS

Policy reviewed by: Joanna Leach – Chatsworth Schools Diversity, Equality and Inclusion Lead

Review date: 30/06/2024

Submission: 30/06/2024

Version: v7.0

Policy actioned from: 01/09/2024

Next review date: 30/06/2025

Reviewer's Signature



Please note: 'School' refers to Chatsworth Schools; 'parents' refers to parents, guardians and carers.

This is a whole school policy, which also applies to the Early Years Foundation Stage.

This policy replaces the previous "Equal Opportunities Policy".

POLICY AMENDMENT PAGE

Date	Key Amendments	Version Number	Signed off by
01/07/2022	Initial Issue	v1.0	RNB
01/07/2023	Annual Review – renumbered to v6 to match policy suite.	v6.0	JL
01/07/2024	Annual Review	v7.0	JL



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Equality, Diversity and Inclusion Statement

Chatsworth Schools is committed to promoting equality, diversity and inclusion and eliminating all forms of unlawful discrimination. By celebrating diversity and actively promoting equality, we want pupils and staff to feel valued, know that they are valued and respect others within a culturally inclusive environment. In order to ensure everyone can thrive and meet their full potential, it is essential that diversity, equality and inclusion be at the core of Chatsworth Schools ethos. We aim to promote inclusion, actively tackle any form of discrimination and actively foster social cohesion in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement.

Chatsworth Schools is committed to a zero tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under The Equality Act 2010.

The protected characteristics are defined as:

- Age
- Gender
- Disability
- Gender identity or reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race and ethnic origin, including colour
- Religion or belief
- Sexual orientation

Any behaviour, comments or attitudes (including 'banter') that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

Everyone is entitled to be treated with respect and dignity and we will not tolerate less favourable treatment of anyone on the grounds of any Protected Characteristics. It should be noted we all have a personal responsibility for the implementation of this policy and to ensure we always treat others with the respect and dignity we expect to be treated with ourselves.

Policy Aims

This policy sets out our approach to equality, diversity and inclusion and the avoidance of unlawful discrimination for all stakeholders, including pupils and staff. The aims of this policy and the School's ethos as a whole are to:

- Eliminate unlawful discrimination on the grounds of any of the protected characteristics
- Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language
- Promote equality of opportunity for all members of the School community
- Comply with the School's equality obligations contained in The Equality Act 2010
- Provide a secure environment in which all our pupils can thrive and achieve all of the outcomes of Keeping Children Safe in Education 2024
- Provide a learning environment and curriculum where all individuals feel valued and feel they have a sense of belonging
- Celebrate and value diversity at school and in society as a whole
- Actively challenge discrimination and ensure that all members of the School community learn from these experiences
- Embed equality, diversity and inclusion throughout staff development, the curriculum and cocurricular provision

- Ensure the approach to equality, diversity and inclusion are reflected in all aspects of employment with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and the termination of employment

What is equality, diversity and inclusion?

Equality is about ensuring every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability. Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.

Diversity broadly relates to characteristics that differentiate people from each other and is not ordinarily restricted to just the protected characteristics listed in the Equality Act 2010 (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation). Diversity characteristics can also include (among others) gender, ethnicity, social and demographic background, cultural background, and cognitive and personal strengths.

Inclusion broadly relates to ensuring the culture in an organisation provides equal access and opportunities for everyone, treating people fairly and valuing their differences to enable them to speak freely, feel involved and respected among their colleagues.

Discrimination

You must not unlawfully discriminate against or harass other people including current and former employees, job applicants, students, parents, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts), and on work-related trips or events including social events.

The following forms of discrimination are not only prohibited under this policy but are also unlawful:

Direct Discrimination: treating someone less favourably resulting from a Protected Characteristic. For example, rejecting a job applicant based on their religious views or perceptions about their sexual orientation.

Indirect Discrimination: an unjustified provision, criterion or practice that applies to everyone yet adversely affects people with a particular Protected Characteristic more than others. For example, requiring a job to be a full-time role rather than considering part-time or alternative working patterns adversely affects women because they generally are more likely to have greater childcare commitments than men. A requirement for a job to be full-time would be discriminatory unless that requirement can be justified.

Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is addressed further in our **Dignity at Work Policy**.

Sexual Harassment occurs when someone is subjected to unwanted conduct of a sexual nature. The conduct need not be sexually motivated, only sexual in nature. Sexual harassment is addressed further in our **Dignity at Work Policy**.

Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

Disability Discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Religious Belief

Chatsworth Schools is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights

and freedoms of other members of the School community. Chatsworth Schools actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Requests for Variation in the School Uniform

All pupils are required to wear a school uniform. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

Recruitment and Selection

Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting should be conducted by more than one person where possible.

Vacancies should be advertised to a diverse section of the labour market. Advertisements should avoid stereotyping or using language which might discourage particular groups from applying. Application and recruitment processes will be monitored to actively target a more diverse applicant pool.

Job applicants should not be asked questions which could imply an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should never be asked whether they are pregnant or planning to have children, such questions have no relevance to anyone's suitability for the job.

Additionally, job applicants must not be asked about their health or any disabilities before a job offer is made, except in very limited circumstances permitted by law: for example, to check the applicant could perform an intrinsic part of the job (taking account of any reasonable adjustments), or to see if any adjustments might be needed at interview to accommodate a disability. Where necessary, job offers can be made conditional on a satisfactory medical check. Health or disability questions may be included in equal opportunities monitoring forms - but must not be used for selection or decision-making purposes.

Disabilities

If you are disabled or become disabled, we encourage you to tell us about your condition to enable us to explore and consider what reasonable adjustments or support might be appropriate.

Part-time and Fixed-term Work

Part-time and fixed-term employees should be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

Breaches of this Policy

We adopt a strict approach to breaches of this policy which will normally be addressed in accordance with our **Disciplinary Policy**. Serious cases of deliberate discrimination could lead to dismissal on gross misconduct grounds.

If you believe you have been discriminated against you can raise the matter using our Grievance or Dignity at Work policies. Complaints will be managed in confidence and investigated appropriately.

You **must not** be victimised or retaliated against for complaining about discrimination. However, making a deliberately false allegation in bad faith will be treated as misconduct and dealt with under our Disciplinary Procedure.

Training

This policy will be supported by a program of training activities, to ensure all barriers, procedures, attitudes and behaviours that can prevent equality of opportunities are removed. Any questions about the applicability of this policy should be directed to your Headteacher in the first instance, or our Head of People for any Group employees.

Interpretation

This policy In this policy, the term “senior manager” means the School Head and their designated deputies.

This policy applies to all employees in all Schools (save for Schools with their own procedure which shall prevail) and other work environments within Chatsworth Schools.

This policy applies within all companies, which are wholly owned subsidiaries of Chatsworth Schools Ltd, a company registered in England, registered number 11552579.

The registered office of all companies is Crimea Office, The Great Tew Estate, Great Tew, Chipping Norton, Oxfordshire, OX7 4AH. Any enquiries regarding the application of this policy should be addressed to the Director of Information at the above address.

This policy does not form part of any employee's contract of employment and may be amended at any time.