Equality Diversity & Inclusion Policy

Name of approver Date approved	Colette Frens 09/09/2022
Renew Date C R Ferns Review date Review date	 10/09/2024 21/08/2025 C R Ferns – Director 21/08/2026

V3 2025 CF

Contents

Policy Statement

1. Purpose and Scope
2. Compliance
3. Public Sector Equality Duty
4. Roles and Responsibility
5. Duty to Make Reasonable Adjustments
6. Curriculum Delivery
7. Recruitment and Selection
8. Reporting and Recording Incidents of Discrimination and Harassment
9. Compliance &Grievances
10. Implementation, Monitoring, Evaluation and Review

Appendix

1. Types of Discrimination
2. Roles and Responsibilities

Policy Statement:

The Education Family Wellbeing Service has high expectations of all our community members and in order to achieve our vision, equality and diversity and tackling social injustice is at the heart of our approach. In its implementation of this policy Education Family Wellbeing Service acknowledges its legal duties under the Equality Act 2010, 2021 in respect of safeguarding and in respect of students with special educational needs and disabilities (SEND). Education Family Wellbeing Service recognises all students as individuals with unique strengths, abilities and needs.

We strive to ensure a student- centred approach with a focus upon the competencies of global citizenship: the insight to perceive the interconnectedness of all life and living; to respect and strive to understand people from different cultures, religions and to grow from encounters with them; the compassion to maintain an imaginative empathy that reaches beyond one's immediate surroundings and extends to those suffering in distant places. (Ikeda 2010).

Equality of opportunity and equality of outcome is fundamental to good practice and is a basic human right. The EFWS is committed to eliminating unlawful and unfair discrimination and values the differences that a diverse workforce brings.

The Equality Act outlines nine protected characteristics and we will not discriminate because of them: age, disability, gender identity/reassignment, gender dysphoria, transgender, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

We will not discriminate because of any other irrelevant factor and will build a culture that recognises the impact of social and economic injustice and works to promote values such as, respect, openness, fairness, transparency, critical reflection, and listening to experiences with an open mind. It is our aspiration to build a culture where difference is valued, understood and respected.

1. Purpose and Scope

We oppose all forms of unlawful and unfair discrimination, bullying, harassment and victimisation and will make every effort to comply with the requirements of the Act and its subsequent provisions.

The following groups have been identified as key recipients in terms of the provision of this statement:

- Looked After or on the edge of Care
- Special Educational Needs / Learning Difficulties and Disabilities
- Excluded or at risk of exclusion from school
- From a minority ethnic group, including Gypsy, Roma and Traveller
- Have English as an additional language
- Are missing in education
- Have ill health, including hospitalisation, affecting attendance at school
- Are Not in Education, Employment or Training (NEET)
- Drug or alcohol abuse
- School age / teenage parents
- Young carers
- Offending or at risk of offending
- Mental health issues
- In receipt of free school meals

- Live in areas of deprivation
- Gifted and talented

This policy and all associated procedures apply to all staff (including volunteers and students on placement), young people and visitors and should be read in conjunction with the following policies:

- Anti-Bullying Policy
- Compliments and Complaints Policy
- E-Safety and Multi-Media Policy
- Health and Safety Policy
- Management of Behaviour: Rewards and Sanctions Policy
- Off-Site Visits Policy • Privacy Policy • Recruitment and Selection Policy
- Restrictive Physical Intervention (RPI) Policy
- Safeguarding and Child Protection Policy
- Whistle Blowing Policy
- Staff Code of Conduct Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying, harassment or victimisation of staff or young people by visitors will also not be tolerated.

2. Compliance:

Compliance with the Equality Act 2010 is the responsibility of all members of staff Education Family Wellbeing Service does not condone any act of discrimination, discrimination, bullying, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

3. Public Sector Equality Duty:

Alternative education provision and schools have additional responsibilities through the Public Sector Equality Duty. When public authorities carry out their functions, they must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't

4. Roles and responsibilities:

The designated senior member of staff with overall responsibility for all equality, diversity and inclusion matters at Education Family Wellbeing Service is the Director. For further information on the roles and responsibilities of the Designated Person see Appendix 2

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, bullying, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;
- Actively challenge discrimination and disadvantage in accordance with their responsibilities;

- Report any issues associated with equality and diversity in accordance with this policy. It is important to recognise that an employee is personally responsible for their own acts of discrimination, bullying, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, bully, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

5. Duty to make reasonable adjustments:

We will actively seek to make reasonable adjustments to ensure that people with a disability have equal access to opportunities and resources. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by an individual with a disability, as far as is reasonable.

6. Curriculum delivery:

The curriculum is crucial to tackling inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum. Positive and proactive steps will be taken to prevent discrimination against, or bullying, harassment or victimisation of, any young person in the provision of education. We will ensure fair access to benefits, facilities or services including educational trips, work experience and leisure activities.

7. Recruitment and selection

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally. We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, training, pay and benefits, discipline and selection for redundancy. Selections, where appropriate, will be made on the basis of aptitude, ability and/or merit. Where appropriate, Education Family Wellbeing Service will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection is carried out by a third party, on behalf of Education Family Wellbeing Service, we will take all reasonable steps to ensure they adhere to the principles of this policy.

8. Reporting and recording incidents of discrimination and harassment

All incidents of discriminatory treatment, bullying, harassment and victimisation must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti-Bullying Policy.

9. Complaints and grievances

If an individual believes that they have been discriminated against, bullied, harassed or victimised, they may follow our Complaints or Grievance procedure.

10. Implementation, monitoring, evaluation and review

The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of the ‘Equality, Diversity and Inclusion Policy’ is the Director. The designated member of staff is also responsible for ensuring that all young people, staff, parents/carers and placing local authorities are aware of, and comply with, our policy. Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is available for inspection on the premises during office hours and an electronic copy is posted on our website. This policy document will be reviewed and publicised in writing, at least annually and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice

APPENDIX 1

Further information about equality, diversity and inclusion.

Types of unlawful discrimination:

- **Direct discrimination** occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex sexual orientation).

- **Discrimination by association** is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

- Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

- **Indirect Discrimination** occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic, and it cannot be shown to be a proportionate means of achieving a legitimate aim. Arguing that it's more expensive not to discriminate is unlikely to be considered a valid justification.

- **Discrimination arising from disability** The Equality Act also protects an employee from what the law terms ‘discrimination arising from disability’ – this is where they are treated unfavourably, not because of the disability itself, but because of something linked with their disability.

- **Harassment** occurs when a person is subject to “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”. It can include behaviour that individuals find offensive even if it's not directed at them, offence was not intended and even if they do not have the relevant protected characteristics themselves.

- **Bullying** is very similar to harassment, but it is not related to a protected characteristic. Bullying doesn't have a legal definition in the Equality Act but will normally be handled in exactly the same way under an organisation's duty of care.

- **Victimisation** occurs when an individual is subject to a detriment because they have - or are suspected of having - made an allegation, given evidence about or supported any individual (including themselves) who has been subject to any of the above.

A child/young person should not be treated less favourably because of the actions of a family member.

If an individual gives false evidence or makes an allegation in bad faith, then they are not protected from victimisation under the Act.

APPENDIX 2 Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality, diversity and inclusion matters at Education Family Wellbeing Service is the Director.

The role of the Designated Person is to:

- Create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance.

- Ensure that Education Family Wellbeing Service complies with equality legislation;

- Ensure all policies, practices and procedures associated with equality, diversity and inclusion, including admissions, curriculum, recruitment and selection are implemented;

- To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, young people and others who may have business with Education Family Wellbeing Service;

- Ensure that all staff are aware of and follow Education Family Wellbeing Service policy; and receive appropriate equality and diversity training, in accordance with their roles and responsibilities;

- Take 'all reasonable steps' to prevent discrimination, bullying, harassment and victimisation from taking place;

- Take responsibility for recording, managing and analysing incidents of discrimination, bullying, harassment and victimisation in accordance with Education Family Wellbeing Service policies, procedures and guidance.