



THE KING'S SCHOOL
C H E S T E R

Equal Opportunities and Inclusivity Policy

Policy Owner	Senior Deputy Head
Date Policy Published	2 December 2019
Date of Next Policy Review	September 2021
Circulation	Public Website
Linked Policies	<ul style="list-style-type: none">• Parent School Issues Policy• Complaints Procedure• Pupil Care Policy (Behaviour Policy)• Staff Disciplinary Procedure• Transgender Policy
ISI Regulatory Requirements	<p>Part 1</p> <ul style="list-style-type: none">• Paragraph 2 (1)(b)(i) and (ii)• Paragraph 2 (2)(d), (2)(i)• Paragraph 3 (j) <p>Part 2</p> <ul style="list-style-type: none">• Paragraph 5 (a), (b)(v), (b)(vi) <p>Part 3</p> <ul style="list-style-type: none">• Schedule 10 3(2)(a),(b) and (c)

Policy Statement

This policy applies to all students and employees of the school and to all parents or guardians of students. The King's School is committed to securing equality of opportunity through the creation of an environment in which all individuals are treated on the sole basis of their relevant merits and abilities. This enriches our community and is essential in preparing our students for today's world. We focus on educating the individual where all students can feel comfortable, feel valued and flourish. It is also our statutory obligation under the Equalities Act 2010. This policy applies to the whole school, including EYFS.

The purpose of this policy is to outline the school's practice of inclusivity in order to:

- ensure King's is an environment where there is equality of opportunity for all individuals
- ensure teachers and Governors are dealing with matters of equality inclusively and sensitively
- ensure all students are aware of and educated on issues of equality and inclusivity
- ensure any issues of discrimination are dealt with appropriately

Protected Characteristics

The school opposes all forms of unlawful or unfair discrimination, including discrimination on the grounds of the Protected Characteristics and promote equal treatment for all. Protected characteristics are:

- age
- disability
- gender reassignment
- marital or civil partnership status
- pregnancy and maternity
- race
- religious belief
- sex or
- sexual orientation

Forms of Discrimination

Discrimination may be direct or indirect and may occur intentionally or unintentionally. The following types of discrimination are recognised by the school:

Direct discrimination – when someone is treated less favourably than another person because of a particular characteristic.

Associative discrimination or discrimination by association – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.

Discrimination by perception – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.

Indirect discrimination - occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.

Harassment – 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. You may complain of such offensive behaviour even if it is not directed towards you personally.

Victimisation – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance about unlawful discrimination or are suspected of doing so.

Dealing with Discrimination

All members of the school community have a right to equality of opportunity and have a duty to implement this policy. The school will take seriously any concern or complaint which alleges that equality of opportunity has not been provided and/or where discrimination has taken place

Where there is any suspected or alleged case of discrimination in school the Deputy Head Pastoral must be informed as soon as is reasonably possible. Where a member of staff is involved the matter will be investigated and if discrimination is deemed to have taken place it is likely that the school’s staff disciplinary procedure will be invoked. Where a student/s is/are involved, the matter will be investigated and the school’s Behaviour Policy applied with sanctions applied as appropriate.

Recruitment

We are committed to ensuring that all our employees and applicants for employment are protected from unlawful discrimination in employment. Recruitment and employment decisions at King’s will be made on the basis of fair and objective criteria. Person and job specifications will be limited to those requirements which are necessary for effective performance in the role.

Interviews will be conducted on an objective basis and personal and/or domestic commitments will not form the basis of employment decisions except where necessary and relevant.

Education

Students at the King’s School are taught to respect the fundamental British values of equal opportunities and inclusivity in all their dealings and in all curriculum areas. The PSHE curriculum in particular raises awareness of the equality of rights and choices of the individual.

Training

The Head will ensure that all members of staff are fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on the grounds of the protected characteristics outlined above. Where appropriate training can be identified, it will be made available to members of staff.

Monitoring and Evaluation

This policy will be kept under review and will be evaluated regularly and amended as necessary. Incidents will be investigated with a view to informing or amending practices or procedures. Where discrimination has been found to have taken place, those involved will be monitored to ensure there is no repetition.