ST GEORGE'S ACADEMY

EQUALITY AND DIVERSITY STUDENTS/PARENTS POLICY

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Policy Statement

Background	As part of our on-going commitment to promoting equality and valuing diversity, St George's Academy is committed to eliminating discrimination against any individual on the grounds of the nine protected characteristics defined by the Equality Act (2010) age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
Statement	St George's Academy recognises that everyone has different needs in relation Education and that certain individuals/groups of individuals can experience unfair and unequal outcomes. This policy states our commitment to overcoming these and describes the way in which the Academy is committed to meet the requirements of the Equality Act 2010.
Responsibilities	The Finance and General Purposes Committee has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. Day-to-day operational responsibility for this policy, including review of this policy, has been delegated to the Designated Safeguarding Lead and the HR Manager. All managers must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote the Academy aims and objectives with regard to equal opportunities. All staff, students and parents/carers have a duty to act in accordance with this policy and treat fellow students and/or staff with dignity at all times regardless of their status.
Target Audience	The policy will be applied to all students within the school and their parents/carers.
Training	Advice and guidance in relation to application of this policy is available via the Designated Safeguarding Lead and/or the HR Manager.
Dissemination	Website. X Drive. A hard copy is available from the HR Office.

1. Introduction

1.1 The Academy recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to creating respectful, positive learning environments where all individuals can flourish.

1.2 This policy sets out the Academy's approach to equal opportunities and the avoidance of discrimination in education. It applies to all aspects of student education with the Academy and aims to ensure that:

- The Academy provides equality, fairness and respect for all and to ensure that no one is unlawfully discriminated against in line with the 9 protected characteristics as detailed in the *Equality Act 2010*
- All students within the Academy community have the opportunities to develop in every aspect of school life to the highest level
- The Academy has a broad and balanced curriculum promoting the spiritual, moral, social, cultural, mental and physical development of its students
- Encourage respect and tolerance for others, their faith, culture and way of life
- The Academy reflects the diversity of the communities in which we work

1.3 The Academy may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for underrepresented groups, such as Afro-Caribbean boys or Roma children.

1.4 The Academy may choose to amend or withdraw this policy at any time.

2. Definitions

2.1 Equal opportunities - emphasises the structures, systems and measures of groups within society and within organisations. Equality of opportunity is about addressing representation and balance.

2.2 Equality - is about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential. It is backed by legislation designed to address unfair discrimination based on membership of a particular group.

2.3 Diversity - is about the recognition and valuing of difference in the broadest sense. It is about creating a working environment and practices that recognise, respect, value and harness difference for the benefit of the organisation and individuals.

3. Responsibilities

3.1 The Academy has a responsibility to promote good relationships and mutual respect. It is expected that every person in the Academy will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to the Academy
- All students at the Academy
- All parents/carers of students at the Academy

3.2 In addition, the Academy will:

- Ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups.
- Supply reasonable specialist aids and facilities to enable disabled people.
- Monitor any issues that arise within the Academy and take appropriate action, fully supporting any person in the Academy who is faced with prejudice or discrimination.
- Undertake a two yearly evaluation process to ensure that the policy is clear and in keeping with current legislation.

3.3 The Academy will ensure that staff receive appropriate equality, diversity and inclusion training. Refresher training may be provided periodically to ensure staff remain aware of their responsibilities under this policy and developments in legislation and best practice.

4. Discrimination

4.1 It is the responsibility of all staff to educate against any form of prejudice, discrimination or negative stereotyping and to ensure that their conduct reflects this responsibility at all times.

4.2 Students and parents/carers must not unlawfully discriminate against or harass other people including current and former members of staff, fellow students and/or parents/carers. This applies within the Academy, outside the Academy (such as when travelling on school transport) or while wearing the Academy uniform and on Academy-related trips or events including social events.

4.3 The following forms of discrimination are prohibited under this policy and are unlawful:

- **Direct discrimination:** treating someone less favourably because of a Protected Characteristic. For example, refusing a student's admission to the Academy due to their religious views or sexual orientation.

- **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified. For example, requiring that no students wear any headwear may disproportionately affect female Muslim students who wear a hijab. Such a requirement would be discriminatory unless it 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.

- **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.

- **Discrimination by association**: treating someone less favourably because of their connection or association with another person with a disability, even if they don't have a disability themselves.

- **Discrimination by perception:** treating someone less favourably because you believe they have a disability when they do not.

5. Complaints Procedure

5.1 Any person (students/parents/carers) who experiences, witnesses or is reasonably led to believe that this policy has not been respected whether by a student or staff member of the Academy or the Academy as a whole, should immediately bring the situation to the attention of their Form Tutor or Head of Year. No individual will suffer any detriment as a result of raising a legitimate worry under this policy. Where a concern relates to a member of staff, or where a student or parent/carer does not feel comfortable raising the matter with a Form Tutor or Head of Year, concerns may be raised directly with a member of the Senior Leadership Team in accordance with the Academy's Complaints Procedure.

5.2 If any parent/carer of a student at the Academy experiences or witnesses any behaviour from a fellow student/parent/carer on the grounds of the Academy, then they should inform reception staff immediately.

5.3 If necessary, any parent/carer of a student at the Academy may also refer to the Academy Complaints Policy or other appropriate safeguarding procedures.

6. Discipline

6.1 Any student who is found to have acted in such a way to have breached this policy may be subject to the disciplinary steps, depending on the severity of the breach, as outlined in the Academy's Anti-Bullying and Behaviour Policies.

6.2 If any parent/carer is found to have breached this policy on the grounds of the Academy then they may be subject to a fixed-term ban from entering the Academy's grounds.

6.3 Staff breaches will be dealt with in accordance with the Academy Disciplinary Policy and Procedure. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.

7. Disabilities

7.1 If a student is disabled or becomes disabled, the Academy encourages them to inform the School and to explain their condition to ensure that appropriate support can be considered and where practicable/reasonable, put in place.

7.2 If a student experiences difficulties at school because of their disability, the student can contact their Head of Year to discuss any reasonable adjustments that would help overcome or minimise the difficulty. The Academy will consider the matter carefully and try to accommodate the student's need within reason. If the Academy considers a particular adjustment would not be reasonable, the Academy will explain the reasons and seek ways to find an alternative solution where possible.

7.3 The Academy will monitor the physical features of its premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, the Academy will take reasonable steps to improve access.

The Academy has an Accessibility Plan, which details how the Academy will improve access to the physical environment and how we will increase access to the curriculum for disabled pupils.

7.4 In the event that a pupil requires an aid to support them with their disability, e.g., specialist equipment, the Academy will work with the pupil/parents/carers to ensure that this can be appropriately accommodated on site, where reasonably possible to do so. This may include the development of a risk assessment, a medical care plan and/or a personal emergency escape plan (PEEP). Where required, the Academy will work with the pupil/parents/carers to communicate with staff and pupils (and parents/carers if appropriate) to ensure there is an understanding of what the aid is and how is it being used to support the pupil.

8. Education

8.1 The Academy is committed to ensuring that all students, regardless of their background, achieve their potential.

8.2 Students should, if they feel comfortable doing so, challenge any discriminatory behaviour and report examples of discriminatory behaviour.

8.3 Teachers are responsible for ensuring that:

- They regularly monitor their teaching methods, styles and practices with a view to eradicating discriminatory practices;
- Methods, language, questioning and classroom management includes and engages all students;
- Suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds;
- Stereotypes and what are thought to be stereotypical activities are effectively challenged;
- They are aware of possible cultural assumptions and bias within their own attitudes.

8.4 The curriculum will be planned and implemented to ensure equal participation by students of both sexes in all the elements of learning, knowledge, concepts, skills and attitudes.

8.5 Throughout every aspect of school life, students will be given the opportunity to learn about, and experience, equality and diversity. Opportunities will be presented to them to learn about the community, country and world in which they live so that they can become true citizens of the world.

9. Public Sector Equality Duty

9.1 The Academy is committed to complying with the Public Sector Equality Duty and this policy is a recognition of that duty.

9.2 The Academy will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations.

9.3 In addition to 9.2 the Academy will:

- Publish information to show how it complies with the Equality Duty. This will be updated at least annually

- Prepare and publish one or more specific and measurable equality objectives at least every four years.

9.4 As part of its duty and in line with point 9.3 above, the Academy has committed to the following specific objectives:

- To plan and deliver a comprehensive Life Skills scheme which will ensure all students have knowledge and understanding of equality and diversity
- Promote and monitor the involvement of all groups of students in the extra-curricular life of the Trust, including leadership opportunities, especially students with special educational needs and disabilities and those eligible for Pupil Premium funding
- Monitor and prevent any behaviour which may constitute prejudice or discrimination towards those with protected characteristics
- To ensure that Pupil Premium funding is used effectively to try to bridge the equality gap

10. Monitoring

10.1 The Academy will regularly monitor and evaluate the Academy practices and assess the impact of other Academy policies upon equal opportunities.

10.2 The Academy will also monitor the nature and outcome of complaints relating to discrimination, harassment, bullying and victimisation in order to identify trends, training requirements and any further measures required to promote equality, diversity and inclusion.

11. Related Policies

11.1 This policy is supported by the following other staff and student policies and procedures:

- Promoting Equality and Diversity Policy - Staff
- Disciplinary Policy and Procedure - Staff
- Student Anti-Bullying Policy - Student
- Behaviour Policy and Behaviour Procedure - Student
- Suspension and Permanent Exclusions Policy - Student
- Complaints Policy
- Whistleblowing Policy

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EQUALITY AND DIVERSITY STUDENTS/PARENTS POLICY

Policy Developed by: Rachel Madge, HR Manager

Date Adopted: October 2026

Reviewing Committee: Finance and General

Frequency of Review: 2 Years

Date last reviewed: October 2026

To be reviewed by: October 2028

Name ..... Signature .....

Committee: Finance + General Purposes