



# Equality & Diversity Policy

Written by	Adopted by Governing Body	Review Date
Jade Driscoll	Autumn Term 2023	Autumn Term 2025

# Contents

1. Introduction	3
2. Aims	3
3. Values of Equality and Diversity Policy	3
4. Communication of Equality and Diversity Policy	4
5. Legalities	4
6. Responsibilities and Accountabilities	4
7. Recruitment	5
8. Pay and Conditions	5
9. Staff Training and Development	5
10. Inclusive Leadership	6
11. Complaints	6
12. Monitoring	6

## 1. Introduction

This Equality and Diversity Policy represents a commitment to equality, valuing the rich and diverse nature of our community and embracing inclusivity as a school and as an employer. We believe that the key to social mobility is through a high-quality education that leads to students fulfilling their potential. This belief and commitment is shared by all stakeholders and therefore valuing and championing diversity and equality is a crucial element of providing the educational experience we strive for.

## 2. Aims

The Riverview Family of Schools (RFoS) is committed to advancing and achieving equality of opportunity for all students, parents/carers, staff, Governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

The RFoS is committed to building a workforce that reflects the diversity of the communities it serves; creating an environment that celebrates diversity and models inclusion at every opportunity. RFoS actively seeks to promote an environment that is free from discrimination, prejudice and harassment where every individual is valued and championed.

This policy encompasses the following protected characteristics:

- age
- disability
- gender including gender reassignment
- pregnancy and maternity
- race (including nationality, ethnic or national origin)
- religion or belief
- sexual orientation
- marital status including civil partnership
- domestic circumstances
- carer responsibilities
- socio-economic background or status
- fixed or part time status
- trade Union membership

The aims of this policy are to:

- develop an ethos which respects and values all people within our school community, ensuring they feel valued and championed;
- actively advance equality of opportunity;
- prepare students to embrace a life in a diverse society;
- promote good relations amongst within the communities within which we work
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour across the Federation;
- make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;
- monitor the implementation of equality and diversity within our schools

## 3. Values of Equality and Diversity Policy

Equality of opportunity is fundamental to our values, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality is a right
- social justice is deserved by all
- education drives social mobility

- development of a diverse and inclusive school community enriches the experience of all members of the community
- everyone deserves equal respect
- all forms of prejudice and unfair discrimination will be challenged and eradicated
- all stereotypes will be actively challenged
- commitment to inclusive education enables and supports all students to develop their full potential;

#### **4. Legalities**

This policy statement is underpinned by the provisions of the following:

- Equality Act (2010)
- Employment Rights Act (1996)
- Gender Reassignment Regulations (1999)
- Part-time Workers Regulations (2000)
- Employment Act (2002)
- Fixed-time Employees Regulations (2002)
- Work and Families Act (2006)
- Employment Relations Act (2004)

This policy should also be read in conjunction with the following policies:

- Behaviour
- Attendance
- Child Protection and Safeguarding
- Staff Code of Conduct
- Recruitment

#### **5. Communication of Equality and Diversity Policy**

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff, Governors, partners, stakeholders, contractors and visitors to any establishment within the RFoS.

#### **6. Responsibilities and Accountabilities**

The Governing Body are responsible for:

- making sure the RFoS follows its Equality and Diversity Policies and codes, and meets its legal responsibilities with respect to equality.

The Federation Lead and Head Teacher is responsible for:

- actively leading in a high-profile way equality and diversity through all aspects of their work;
- promote and lead using the principles and values set out in this policy;
- ensuring high quality education is provided for all members of the community with regards to equality and diversity;
- advancing equality and diversity inside and outside the school;
- ensuring policies and procedures are in place to comply with all equality legislation;

School leaders (for example Senior, subject and pastoral leaders) are responsible for:

- ensuring Equality and Diversity Policies and codes are actively put into practice;
- promote and lead using the principles and values set out in this policy;
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out;
- create and develop mutually respectful relationships between all members of teams, with decision making being open, transparent and free from bias;

- challenge all stereotypes with purpose;
- value staff workload and wellbeing and ensure these are considered in all decision making;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation.

All staff (teaching and non-teaching) are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination;
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors;
- keeping up-to-date with equality law and participating in equal opportunities and diversity training;
- participate in all collaborative and consultative work to support decision making.

Students are responsible for:

- demonstrating the core values of their schools, upholding them at all times;
- respecting others in their language and actions;
- actively challenging stereotypes and any harassment or discrimination;
- using the appropriate systems to report any incidents or prejudice, discrimination or harassment.

## **7. Recruitment**

The focus on equality, diversity and inclusion is essential for the RFoS to be able to access a more diverse talent pool which will enrich and add to the success of the organisation. All recruitment will be carried out in accordance with the Federation's Recruitment and Selection Policy which is aimed at ensuring that the most suitable candidate is appointed fairly to the job.

All advertisements and marketing will ensure that equality and diversity is celebrated and where appropriate directly stated.

Applicants will be asked to complete an Equality monitoring form as part of their application process which is used for monitoring purposes only and will play no part in the selection process.

In order to comply with the Immigration, Asylum and Nationality Act 2006, we will ensure that all staff appointed are eligible to work in the UK. This will be completed before a confirmed offer of employment is made.

Safer recruitment processes are employed in order to safeguard and protect all members of our community from harm. This involves all applicants being subjected to checks regarding their suitability to work with children.

## **8. Pay and Conditions**

RFoS is a fair employer who does not discriminate against any employee with regards to pay. All employees are remunerated fairly based on their specific job role. Conditions of employment are in line with legal requirements and for workload and wellbeing purposes are reviewed regularly.

## **9. Staff Training and Development**

All employees deserve relevant and high-quality development. The bespoke professional development model allows all staff irrespective of role to have equal access to development and training opportunities.

All staff will receive induction training which will highlight this policy and the RFoS commitment to equality and diversity.

## **10. Inclusive Leadership**

RFoS recognises that inclusive leadership encourages growth, creativity and innovation at all levels. Inclusive leadership is inspirational and motivational to all stakeholders. Therefore, this is included as part of the selection process for any leadership post, to ensure that all leaders foster inclusion, develop and promote a supportive and respectful work environment where decision making is fair and transparent.

## **11. Complaints**

RFoS will not tolerate any form of discrimination, harassment or bullying by or against employees.

Any employee who raises a complaint against any grounds set out in this policy statement should do so in line with RFoS Grievance Policy and Procedure.

Any external candidate/applicant or third-party individual (e.g. agency worker, visitor, trainee teacher, contractor etc) will need to raise a complaint in relation to the recruitment process with the Federation Business Manager.

All complaints will be dealt with seriously and promptly.

All complaints are monitored closely by the Governing Body.

## **12. Monitoring**

The monitoring of the effectiveness of this policy will be done annually by the Governing Body.