



Wansdyke School

Equalities and Anti-Discrimination Policy

Date agreed: November 2016
Review Date: November 2019

General Commitment

Wansdyke is committed to eliminating discrimination and promoting equality, diversity and equal opportunities in its own policies, practices and procedures and in all those areas in which it has influence but, in particular, its delivery of education to its pupils and its employment of its staff. Wansdyke intends to treat everyone equally and with the same attention, courtesy and respect regardless of their disability, gender, marital status, age, race, racial group, colour, ethnic origin or national origin, nationality, religion or belief or sexual orientation. Further, and in addition, Wansdyke, as a public body, is committed to delivering its public sector equality duty by having due regard in its practices to the need to eliminate discrimination, harassment, victimisation, advance equality of opportunity and foster good relations between those who have a characteristic protected by the law and those that do not.

Regulation and Legislation

In operating its anti-discrimination policy, Wansdyke is committed to complying with all current and any future anti-discrimination legislation and relevant associated regulations and guidance such as may be issued, from time to time, by those qualified and intrinsically involved in the delivery and improvement of education such as the DfE and Ofsted.

Forms of Discrimination

Whilst Wansdyke is committed to fully complying with the law and eliminating all types of discrimination and delivering the public sector equality duty, the following descriptions are for guidance only and to enable those involved with the school and its pupils to identify when discrimination has taken place or take steps to prevent it happening:-

direct discrimination, where a person is treated less favourably on the grounds of a “protected characteristic” (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender, sexual orientation, ethnicity or nationality) – either because they have a protected characteristic or are thought to have a protected characteristic or they associate with someone who has a protected characteristic.

- indirect discrimination, where a policy or practice applied to everyone, particularly disadvantages people who have a protected characteristic.
- harassment, where unwanted conduct takes place, which is related to a 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.
- victimisation, where an individual is subjected to a detriment because the person has carried out (or is believed to have carried out or may carry out) a “protected act” mainly in any of the following:-
 - bringing proceedings under the Equality Act 2010;
 - giving evidence or information in proceedings brought under the Equality Act 2010;
 - doing anything that is related to the provisions under the Equality Act 2010;
 - making an allegation that another person has done something in breach of the Equality Act 2010.

Application of the Policy and the Law

Wansdyke School is committed to eliminating discrimination and promoting equality and diversity and delivering the public sector equality duty in all areas in which it operates and has influence but, for guidance only and by way of example, this primarily arises in the following areas:-

- The delivery and provision of education resources and facilities for its pupils.
- Employment and relationships with staff.
- Dealing with visitors to Wansdyke.
- Dealing with third parties and suppliers.
- Dealing with parents and the wider community.

Implementing the Policy

The Governors, through the Head Teacher and the senior management team, are responsible for implementing this policy.

All Governors, employees, pupils of Wansdyke and all those operating under Wansdyke's direction and control are required to abide by this policy and the law in relation to discrimination and equality.

Acts of discrimination, harassment or victimisation contrary to this policy or the law are forbidden and failure to comply will result in disciplinary or other appropriate action (dependent upon the circumstances of the case) being taken against the perpetrator. This, in appropriate circumstances, may result in exclusion from or dismissal from employment by Wansdyke.

If any person (including a pupil) has knowledge or reasonable and genuine grounds for believing that this policy and the law has been breached then they must immediately report it to an appropriate member of staff or one of the Governors or, if appropriate, use other alternative channels to have the matter addressed such as the school's grievance and complaints policies and procedures.

The Head Teacher will report to the Governors at each full Governors' meeting whether or not there have been any breaches of this policy (giving the Governors sufficient details to enable them to properly deal with them) and also good examples where actions have been taken within the school to deliver the public sector equality duty.

Wansdyke will publish, from time to time, on their website particular equality objectives which they have initiated and are pursuing in order to enhance the school and deliver the public sector equality duty.

Related Policies

Child protection

Behaviour

Signed:



Chair of Governors