

Bloxham School



B11 Equality and Diversity Policy (ISI 2[1] and 2[2] NMS 16)

Date Last Reviewed	07.09.17
SLT Approved	
Governor approval	
Review Date	07.09.18
Review by	MGP

Please read in conjunction with:

- Curriculum Policy
- EAL Policy
- Promoting Positive Behaviour Policy
- Worship Policy

Bloxham school is committed to preventing discrimination, valuing diversity, promoting equality & dignity at work, and achieving equal opportunity for all.

- Valuing diversity means creating a work-place where everyone's skills, talents and background are recognised, respected and valued, and can be used to their full potential.
- Bloxham School seeks to provide equal opportunities for all its students and staff regardless of race, gender, age, pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability.
- All staff and students are expected to treat each other with respect as individuals, and racist, sexist or homophobic remarks will not be tolerated. The School has a statement of Ethos published on its website. Training in Equality and Diversity will be provided to staff.
- The school seeks to dispel the development of stereotypical images of other groups, faiths and cultures. Issues of equality, diversity, discrimination and harassment will be addressed within the PSHE curriculum, in tutor times and House nights-in and days-in.
- The Bloxham School Code of Conduct is designed to combat discrimination and to promote equality and diversity within the community. All members of the school community are expected to follow this Code.
- Specific regard will be given to the following in terms of equality and diversity employment: recruitment and selection, training and development, promotion opportunities, and relationships with colleagues.

Key Terms:

- **Direct Discrimination:** occurs when an individual receives less favourable treatment than another person in similar circumstances. This includes discrimination based on factual information, or the perception or assumptions based upon any of the following categories: race, gender, age, pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability. Bloxham School is committed to preventing such discrimination.
- **Indirect Discrimination:** occurs when an unjustifiable requirement or condition is applied equally to everybody but has a disproportionately adverse effect on one group, because the proportion of the group which can comply with it is much smaller than for the other group. Bloxham School is committed to preventing such discrimination.
- **Genuine Occupational Requirement:** occurs where a factor such as gender or religious belief is a genuine occupational requirement for a job. (eg Christian belief for School Chaplain).
- **Harassment:** occurs when someone is subjected to bullying physically, orally, in written form or electronically often based on race, gender, age, pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN or disability. Remarks, gossip, slander, offensive "jokes", graffiti, gestures, emblems or coercion to take part, or not to take part in some religious/cultural groups are included in such harassment. Bloxham School is committed to preventing such discrimination.
- **Victimization:** occurs when an employee is singled out for using their workplace complaints procedures and then receiving adverse reactions from senior managers and/or colleagues. Victimization may include being refused time off, being denied promotion opportunities, receiving excessive criticism, or obstructive arrangements in shift patterns and/or days off. Bloxham School is committed to preventing such discrimination.

Key Legislation:

- Equality Act (2010) and continuing updates.
- Employment Act (2008)

- Gender Equality Code of Practice (2007)
- Code of Practice on Race Equality in Employment (2006)
- Employment Equality (Age) Regulations (2006)
- The Civil Partnership Act (2004)
- The Duty to Promote Disability Equality Code of Practice (2005)
- Employment Equality (Religion or Belief) Regulations (2003)
- Employment Equality (Sexual Orientation) Regulations (2003)
- Freedom of Information Act (2000)