



MARATHON SCIENCE SCHOOL

33 Equality and Diversity Policy

Reviewed on: 14th March 2022

Next Review: 13th March 2023

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Equalities Policy

1 Introduction

1.1 Marathon School is committed to promoting fairness and equality in everything that it does, acknowledging the diversity of the people who make up our communities.

1.2 Equality involves a fair environment in which everyone can participate and is given the opportunity to achieve. Diversity recognises and values differences between individuals and groups to create a positive and inclusive culture for the benefit of our establishments.

1.3 Marathon School believes that every individual within our establishment has the right to be treated with dignity, understanding, tolerance, respect and fairness and to be in an environment free from abuse, offensive behaviour, prejudice and unfair discrimination.

1.4 In seeking to eliminate direct or indirect unfair discrimination and to promote equality of opportunity and fair treatment, Marathon School will actively promote policies and procedures aimed at realising the full potential of every individual. Marathon School will endeavour to maximise resources to ensure that opportunities are open to all.

1.5 This policy does not mean that everyone will be treated equally, but it does mean that everyone should expect to be treated fairly. Different people may be treated in different ways depending on their requirements, needs and abilities.

1.6 This policy applies to all aspects of Marathon School and its establishments' operations. This includes:

1.6.1 staff recruitment, staff promotion and staff training;

1.6.2 the curriculum, teaching and learning and classroom practice;

1.6.3 pupil admissions and attendance;

1.6.4 pupil attainment and progress;

1.6.5 pupil behaviour, discipline and exclusions;

1.6.6 pupil personal development and pastoral care;

1.6.7 partnerships with parents and communities.

1.7 This policy is intended to apply to every individual who operates within Marathon School, including visitors when appropriate. Marathon School will promote equality of opportunity and eliminate discrimination with particular regard to protected characteristics as outlined by the Equalities Act 2010.

2 Aims

2.1 To promote equality and achieve equality improvements across our establishments as required under the Equality Act 2010.

2.2 To ensure we positively contribute to a fairer society through advancing equality and good relations within our activities.

2.3 To provide an environment where unlawful discrimination, harassment or bullying is not tolerated.

2.4 To support the mission, vision and values of Marathon School and its establishments.

3 Who is Responsible for this Policy?

3.1 Marathon School has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory. Marathon School has delegated day-to-day responsibility for operating the policy to Marathon School and the Local Governing Body.

3.2 The Local Governing Body and Leadership Team at Marathon School has a specific responsibility to ensure the fair application of this policy and all members of staff are responsible for supporting colleagues and ensuring its success.

4 Statutory Framework

4.1 The Equality Act 2010 replaced all existing equality legislation and provides a single, consolidated source of discrimination law.

4.2 The different responsibilities on public bodies in relation to equalities have been brought together in to a single 'Equality Duty'.

4.3 The Equality Duty is a duty on public bodies to consider the needs of all individuals in their day to day work.

4.4 The duty covers the following 'protected characteristics':

4.4.1 age (not applicable with regard to learners);

4.4.2 disability;

4.4.3 gender reassignment;

4.4.4 pregnancy and maternity;

4.4.5 race;

4.4.6 religion/belief;

4.4.7 sex; and

4.4.8 sexual orientation.

4.5 *The Equality Duty has two main parts: the 'General Equality Duty' and 'Specific Equality Duty'.*

4.6 The 'General Equality Duty' has three aims. It requires public bodies to have 'due regard' to the need to:

4.6.1 eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

4.6.2 advance equality of opportunity between people who share a protected characteristic

and people who do not share it; and

4.6.3 foster good relations between people who share a protected characteristic and people who do not share it.

4.7 Having 'due regard' means that whenever significant decisions are being made or policies developed, thought must be given to the equality implications.

4.8 The 'Specific Equality Duty' assists public bodies in responding to the 'General Equality Duty'.

5 Delivering on the Duty

5.1 All sectors within Marathon School will adopt this policy.

5.2 To fulfil the duty to have 'due regard' to equality considerations, Marathon School must, whenever significant decisions are being made or policies developed, give thought to equality implications. This means that:

5.3.1 Decision makers in our establishments must be aware of this duty when making a decision and assess whether it may have particular implications for people with particular protected characteristics;

5.3.2 Marathon School must consider the equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis;

5.3.3 The analysis to comply with the duty has to be carried out seriously, rigorously and with an open mind.

5.4 A template Equality Impact Assessment (Appendix 1) will be completed by Marathon School when required to evidence its duty to have due regard.

5.5 Marathon School will ensure that their establishment complies with the appropriate legislation by ensuring policy and any related procedures are implemented. Marathon School's approach may be scrutinised to ensure that both the general and specific duties under the equality duty are fully complied with.

5.6 The Principal will implement this policy and any related procedures, ensuring that all staff are aware of their responsibilities.

5.7 The Principal has responsibility to ensure the establishment's commitment to equality is reflected in:

5.7.1 the attitudes and behaviour of staff;

5.7.2 arranging appropriate training;

5.7.3 their willingness to acknowledge and tackle examples of unacceptable behaviour.

5.8 All staff must:

5.8.1 deal with incidents, knowing how to identify failure to provide equality of opportunities, fair treatment and unfair discrimination;

5.8.2 lead by example with their attitude and behaviour;

5.8.3 be willing to acknowledge and encourage good practice by people they manage;

5.8.4 undertake appropriate training to enhance their awareness and ability to promote equality of opportunity for all stakeholders and to tackle discrimination.

5.9 Parents, visitors and contractors should, where appropriate, be made aware of this policy.

5.10 All members of Marathon School's establishments and its community must recognise that each individual has to uphold the law and the principles of fairness and equality.

6 Equality Objectives

6.1 This policy is supported by Equality Objectives, fulfilling our 'Specific Equality Duty'. These Objectives are reviewed every 4 years in line with this policy.

6.2 Our objectives are based upon the evidence we have collected and appropriate priorities.

6.3 The objectives have been linked to appropriate Strategic Priorities of Marathon School.

7 Monitoring, Evaluation and Review

7.1 The policy will be promoted and implemented by Marathon School.

7.2 Marathon School will monitor the operation and effectiveness of arrangements referred to in this policy.

7.3 Marathon School will review this policy every four years.