

# Norton College (Worcester) and Norton College (Tewkesbury) Limited, (the College)

## Equal Opportunities Policy

### Statement of intent

Norton College understands that, under the Equality Act 2010, all schools have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality between different groups.
- Foster good relations between different groups.
- Promote mental health and wellbeing.

At Norton College we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the College community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Date policy last reviewed:	15.11.21		
Date for next review:	(Annually)		
Signed by:			
<b>R Kenny</b>	Executive Headteacher	Date:	15.11.21
<b>J Powell</b>	Board of Directors	Date:	15.11.21

## **1. Legal framework**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Human Rights Act 1998
- The Equality Act 2010
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to statutory and good practice guidance, including, but not limited to, the following:

- DfE (2014) 'The Equality Act and schools'
- DfE (2018) 'Promoting the education of looked after children and previously looked after children'
- DfE (2018) 'Gender separation in mixed schools'
- DfE (2018) 'Equality Act 2010: advice for schools'
- DfE (2018) 'Mental health and wellbeing provision in schools'

## **2. Roles and responsibilities**

**2.1** The Board of Directors will:

- Be responsible for ensuring the College complies with the appropriate equality legislation and regulations.
- Take all reasonable steps to ensure students and staff will not be discriminated against, harassed or victimised.
- Ensure all policies are developed and implemented with appropriate equality impact assessments informing future plans in collaboration with the Executive Headteacher.

**2.1** The Head of School will:

- Implement and champion this policy, ensuring that all staff and students apply its guidelines fairly in all situations.
- Conduct regular training sessions to ensure all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.
- Review and amend this policy, with the Executive Headteacher, taking into account new legislation and government guidance, and previously reported incidents, in order to improve procedures.

**2.2** The SLT, and all staff, are responsible for:

- Setting an appropriate standard of behaviour and leading by example.
- Adhering to this policy and promoting the College's aims and objectives with regard to equal opportunities.
- Taking appropriate steps to accommodate the requirements of different religions, cultures, and domestic responsibilities.
- Engaging in opportunities for training, development and progress available.

## **3. Protected characteristics**

**3.1** The College will not discriminate against, harass or victimise a student or member of staff because of their:

- Sex.
- Race.
- Disability, which includes mental health, encompassing prejudiced assumptions, attitudes or behaviours related to mental health.
- Religion or belief.

- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

**3.2** The College will not discriminate against a student or member of staff because of a characteristic related to a person, such as a parent, with whom they are associated.

The College will not discriminate against a student or member of staff because of a characteristic which they are believed to have, even if the belief is mistaken.

#### **4. Aims**

**4.1** The College will foster mutual tolerance and the aim is for everyone to feel valued within the College.

**4.2** By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the College can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to and can make full use of, the College's facilities and resources
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively

#### **5. Equal Opportunities**

**5.1** All students and adults within the College have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property

**5.2** The curriculum of the College will incorporate learning about other cultures. This may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

#### **6. Racial Abuse**

**6.1** Racist language and behaviour will not be tolerated. All incidents of racism will be recorded and parents/carers notified.

**6.2** In addition to this the Head of School may discuss racist incidents with the Local Authority Designated Officer (LADO) and together they will agree an appropriate resolution to the incident. It should be noted that persistent racism may result in exclusion.

**6.3** The College welcomes its duties under the Race Relations Act, and is committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities

- Ensuring that every student should have the opportunities to achieve the highest possible standards.
- Ensuring that every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Ensuring that every student can develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world