

Pencalenick School

EQUALITY & DIVERSITY POLICY

2014

<u>Review date</u>	<u>Initial</u>
<u>2014/2015</u>	

Policy

1. This Policy Statement is based on/has been produced in accordance with the guidance issued in the DfES Toolkit 'Legislation on Equality and Diversity - A guide for the action that maintained schools need to take to comply with equality and diversity legislation'. This Toolkit will be used as one of the reference sources for future promotion and monitoring activity in relation to Equality and Diversity.
2. The governing body understands that schools have a number of responsibilities and duties under legislation relating to equality and diversity. Recent and forthcoming legislation covers equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment. This school is firmly committed to equality and diversity.
3. The governing body understands that schools are required to take actions as set out in the following paragraphs.
4. As regards Employment – other than within the limited exceptions allowed for in legislation - this school will not discriminate in the employment of staff on grounds of gender, transsexual status, race, disability, sexual orientation, religion or belief, or age. With regard to disability, the school will make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled. The school will not discriminate in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices such as dress codes and disciplinary procedures.
5. As regards Pupils – other than within the limited exceptions allowed for in legislation - this school will not discriminate against children seeking admission or with regard to how pupils are treated, on grounds of sex, race, disability, religion or belief. This includes discrimination in provision of teaching or allocating the pupil to certain classes, applying different standards of behaviour, dress and appearance, excluding pupils or subjecting them to any other detriment, and conferring benefits, facilities or services.
6. As regards Equality – this school will promote equality in terms of Race, Disability, and Gender.
7. The governing body notes that the DfES Toolkit suggests that to minimise the burden created by the need to complete various plans, it is recommended that schools produce a single Equality Plan covering all aspects of Equality and Diversity as set out above. The school already has in place separate plans/policies that address the school's Equality and Diversity responsibilities. The production of a single 'Equality Plan' at this time would unnecessarily increase the school's administrative burden and it is therefore not intended to produce a single 'Equality Plan'. As a part of the school's rolling policy review programme this decision will be reviewed within a period of 3 years from May 2013.