



Date adopted on: September 2019

Date of review: September 2021

Responsible person: Assistant Principal [Student Welfare]

Equality and Diversity Policy

The Equality Act 2010 replaced all previous equality legislation such as Race Relation Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful.

Aims and Values

The Boulevard Academy is a welcoming place where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive and secure environment promoting equality and diversity, providing an inclusive and supportive environment for all.

We aim to:

- ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, pregnancy and maternity, sexual orientation, disability, socio- economic background or any other inappropriate distinction as we build an environment of transparency, openness and fairness
- promote diversity and equality for all staff and students and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds
- Promote and sustain a broad, balanced, inclusive and appropriate curriculum which provides equal opportunity for all students an environment where they can all see themselves reflected and feel a sense of belonging regardless of age, sex, race, colour, sexual orientation, religion or disability
- treat part time staff fairly and equally

To achieve these aims we will:

- Produce and adhere to relevant improvement plans, policies and procedures
- Publish and share our policies with the whole community through the Academy's website
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- Use all available information to set learning challenges for all, respond to students' diverse needs and overcome any potential barriers to learning through the use of ILP's and IPP's
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity
- challenge inequality and less favorable treatment wherever practical
- promote greater participation of under-represented groups of staff by encouraging positive action to address inequality
- promote an environment free of harassment and bullying on any grounds in relation to all staff and students

Responsibilities

The Trustee

It is the Trustee Board's responsibility to:

- ensure that the Academy complies with equality legislation
- meet requirements to publish equality schemes
- ensure that the Academy's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans
- scrutinise the recording and reporting procedures at least annually
- follow the LA's admissions policy, which is fair and equitable in its treatment of all groups
- monitor attendance and take appropriate action where necessary
- have equal opportunities in staff recruitment and professional development and membership of the Trustee's board
- provide information in appropriate, accessible formats
- be involved in dealing with serious breaches of the policy
- be pro-active in recruiting high-quality applicants from under-represented groups

The Principal

It is the Principal's responsibility to:

- oversee the implementation of the policy and its strategies and procedures
- ensure that all staff receive appropriate and relevant continuous professional development
- actively challenge and take appropriate action in any cases of discriminatory practice
- deal with any reported incidents of harassment or bullying in line with LA guidance
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy
- produce a report on progress for Trustees annually

All Staff

It is the responsibility of all staff to:

- be vigilant in all areas of the academy for any type of harassment and bullying
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- identify and challenge bias and stereotyping within the curriculum and in the academies culture
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation
- promote an inclusive curriculum and whole school ethos which reflects our diverse society
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources

Related Policies

All School policies and procedures will be reviewed to ensure that they comply with the Equality and Diversity policy. The following directly relevant policies and procedures support the School's implementation process:

- Anti-bullying policy
- Racial incident reporting
- Special educational needs and disability Policy
- Bullying and Harassment Policy
- Transgender policy
- PSHE policy
- Maternity/ adoption and paternity policy

Annual data monitoring and action plans will be developed and maintained as appropriate in relation to areas such as race, disability, age, gender, religion, sexual orientation and work-life balance. Appropriate objectives will be set. Equality and diversity awareness will be built into all School planning and review processes.

All related policies, procedures and action plans will be implemented with the co-operation of and in consultation with staff, students and Trades Union representatives.

Monitoring and Evaluation

The Assistant Principal (Pastoral) will monitor the implementation of the policy in conjunction with the Academy Principal and all associated equality action plans, reporting annually to the Trustee Board.

Action Planning

Staff Issues

Recruitment and selection procedures

Recruitment and selection procedures will be reviewed and updated in the light of emerging equalities legislation and guidance offered to all relevant staff on drafting job descriptions and person specifications. Annual data monitoring will be undertaken in relation to recruitment, selection, appraisal, promotion, pay, grading, disciplinary cases, grievances and harassment in respect of gender, age, disability and race/ethnicity. Areas of identified inequality will be addressed.

Positive action measures will be put in place to support under-represented groups in specific areas, such as women seeking senior teaching and management posts and the employment of ethnic minorities and disabled staff.

Training

All School employees and Trustees undertaking recruitment and selection will be trained in equality issues. Equality and diversity training will be included in induction sessions and induction packs for all newly appointed staff. Managers with responsibility for staff will receive training in equality and diversity matters, including the relevant law and their duties. Managers are responsible for ensuring that their staff attend equality and diversity training within two years of appointment.

School Committees

The composition of all committees and working groups will be reviewed to ensure that they reflect the diversity of the population they represent.

Complaints**Staff**

Any member of staff may pursue a grievance relating to their employment via the Grievance Procedure.

Equality Aims - Some (though not all) potential reasons for discriminations are listed below. The Boulevard Academy strives to ensure that each of these (and all other reasons) are not used as a reason for discrimination against any student, teacher, parent or wider member of the community.

GENDER	AGE	SEXUAL ORIENTATION
The School will promote a Gender Equality Scheme in accordance with the Gender Equality Duty. Workforce targets will be maintained and reviewed. The School will promote a positive work life balance environment and develop family friendly policies.	The School will eliminate unlawful age discrimination and will review policies (including retirement) to ensure that they comply with age discrimination legislation. Monitoring will be undertaken to identify any areas of inequality.	The School will eliminate unlawful discrimination on grounds of sexual orientation. Policies will be reviewed to ensure that they comply fully with legislation on sexual orientation.
DISABILITY	RACE/ETHNIC ORIGIN	RELIGION
The School will remove barriers to participation by disabled people, wherever possible. Implementation will be monitored and targets reviewed in relation to increasing numbers of disabled staff. Staff who become disabled whilst working with the School will be offered reasonable adjustments to enable them to continue working. Monitoring will be undertaken to identify any areas of inequality.	The School will ensure participation of black and minority ethnic groups in all its activities. All policies will be reviewed and amended as appropriate in line with the Race Relations (Amendment) Act 2000 and in accordance with the School's Race Policy and Action Plan. Monitoring will be undertaken to identify any areas of inequality.	The School includes people from diverse religious and cultural backgrounds and will respect the needs and requirements of people who adhere to a range of cultural and religious beliefs. This will include staff needs in relation to dietary requirements, and requests for leave and facilities for religious observance.