

**Pinewood School Academy Trust
Equality and Diversity Policy**

Approved by	Resources Committee	Date of Last Review / Approval	Jan 2024
Frequency of Review	1 Year	Next Review	Jan 2025

What does this Policy cover?

This policy describes the way in which Pinewood School will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

Pinewood is committed to meeting its obligations under the Public Sector Equality Duty and is currently updating the relevant policies on the school website with regards to this duty.

Who should you read this policy?

Intended Audience: Staff, Trustees, Volunteers, Pupils

Policy Statement

Pinewood School will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies this organisation may be working with on the grounds of:

- sex, race, disability, religion or belief or sexual orientation.

In addition, there will be no discrimination against:

- pregnant females or new mothers
- staff, learners or volunteers undergoing gender re-assignment
- learners due to the behaviour of their parents and/or siblings

When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

Pinewood School may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as Afro-Caribbean boys or Roma children. (Previously, this could have been considered discriminatory).

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to Pinewood School
- All learners at Pinewood School

In addition, Pinewood School will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people
- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

Complaints' Procedure

Stage 1

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of a member of Senior Leadership Team. The person responsible for this breach will be reminded of the existence and purpose of this policy and asked to adhere to the policy.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to The Headteacher who will decide the best course of action.

This may result in:

- a warning being issued
- disciplinary action being taken
- a referral to a higher level of authority

Stage 3

The offending person has the right to appeal. They can write to The Governing Board of Pinewood School. The decision of the Governing Board will be final.