

EQUALITY, DIVERSITY and INCLUSION POLICY

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This policy was written for Greatwood by Laura Wickham and updated by Emma Cassidy. It will be reviewed annually and updated in line with any new recommendations or legislation as it is made available.

Introduction

Greatwood is committed to creating and sustaining a positive and supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. As a provider of employment and education, we value the diversity of our staff and students. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff. Greatwood seeks to ensure that all staff, students, visitors, contractors, and sub-contractors working on site share this commitment. Greatwood will make everyone aware of this commitment through a variety of formal and informal means.

What do these terms mean?

Equality: Equality is about making sure people are treated fairly and equally and no less favourably because of their needs, race, gender, disability, beliefs, sexual orientation or age. Equality is NOT about treating everyone in the same way, but it recognises that needs are met in different ways. Equality is the framework that enables opportunity, access, participation and contribution that is fair and consistent. Promoting equality aims to remove discrimination; bullying, harassment or victimisation are also considered as equality and diversity issues.

Diversity: Diversity is about acknowledging, respecting and valuing differences between individuals and groups of people. Diversity aims to recognise, respect and value people's differences to contribute and realize their full potential by promoting an inclusive culture for all staff and students.

Inclusion: At its simplest is 'the state of being included'. Inclusion in education is all about taking action to remove barriers to participation and learning. It views differences in children and adults as resources for learning and recognizes that inclusion in education is one aspect of inclusion in society. Some people describe it as the practice of ensuring people feel they belong, are engaged, and connected. It is a universal human right whose aim is to embrace all people, irrespective of race, gender, disability or other attribute which can be perceived as different. Miller and Katz (2002) defined inclusion as: "... a sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best."

Commitment to equality, diversity and inclusion

Greatwood believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their learning at Greatwood.

Greatwood acknowledges the following basic rights for all staff and students:

- to be treated with respect and dignity

- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Greatwood Equality objectives (in common with DfE)

- Raise attainment for all children
- Close the gap between those facing disadvantage and their peers
- Value all individuals, giving equal access and opportunity to all and removing discrimination and other barriers to involvement.
- Promote an approach that ensure positive processes and outcomes for all, including treating people with dignity and respect as a set of core values
- Work towards inclusion is active, involves imagining better and understanding that we all have something to contribute.

Greatwood aims to actively promote equality and diversity by:

- treating all staff and students fairly
- creating an inclusive culture for all staff and students
- ensuring equal access to opportunities to enable students to fully participate in the learning process
- enabling all staff and students to develop to their full potential
- equipping staff and students with the skills to challenge inequality and discrimination in their work/study environment
- making certain that any learning materials do not discriminate against any individuals or groups
- ensuring policies, procedures and processes don't discriminate

Responsibility

The directors have overall responsibility for ensuring that Greatwood complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Greatwood recognises that all of its staff and students have a duty to support and uphold the principles contained in its Equality and Diversity policy and supporting policies.

Staff

The education team is responsible for developing policy and practice on behalf of Greatwood and for advising staff in order to support compliance with equality legislation. Training will be provided, as required, on matters relating to equality and diversity.

Staff are responsible for their behaviour and conduct and for the advancements of equality and diversity in the classroom. All staff must attend a staff induction which includes a session on Equality and Diversity. In addition, all staff must read the Handbook (page 37).

All staff must report all incidents involving students or staff where discrimination, harassment, bullying and victimisation relating to the characteristics of others.

Staff are also responsible for intervening where they feel this does not put them at personal risk/ harm. The incident will be reported to Emma Cassidy, Designated Safeguarding Lead and Helen Yeadon, Managing Director where the matter will be investigated further.

Students

Students are responsible for their behaviour and conduct and must abide by the Positive Behaviour policy. All students on courses over 10 weeks will attend an informal visit and take part in a student induction. This will be led by a member of the educational team specific for their course. They will make it clear to students that discrimination, harassment, bullying and victimisation will not be tolerated. The Educational team will also consider agreeing with students a code of conduct to which they will adhere. This agreement will be given a prominent position on the classroom.

Schools

Schools are responsible to comply with Greatwood's Equality and Diversity Policy and share Greatwood's commitment to equality and diversity as written in the introduction of this document. Greatwood must ensure schools are aware of this policy in the Service Level agreement at the beginning of the course.

Dealing with discrimination

Greatwood is committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with under the Positive Behaviour policy, Child Protection and Safeguarding policy, Anti-bullying policy and Complaints policy. All policies are available on request.