



## **EQUAL OPPORTUNITIES POLICY**

**January 2021**

### **POLICY STATEMENT**

ArtsEd is committed to fostering a positive culture where all staff, students, and visitors can flourish, and where no-one will feel compelled to conceal or play down elements of their identity for fear of being stigmatised.

ArtsEd aims to be a place where people are encouraged to be authentic and their unique perspective, experiences, and skills are seen as valuable assets.

ArtsEd commits to promoting equality, diversity, and inclusion:

- In the recruitment, selection, education, training, and assessment of pupils and students
- In the recruitment, selection, training, appraisal, development, and promotion of staff
- And in the way in which it welcomes and treats all visitors to ArtsEd and external organisations with which it works.

To do this, we commit to provide a learning, working, and social environment in which the rights and dignity of all are respected, and which is free from unlawful discrimination, prejudice, intimidation, and all forms of harassment including bullying.

No student, employee, worker, or visitor will be discriminated against based on age, marriage and civil partnership, race, sex, disability, religion or belief, sexual orientation, gender reassignment, or pregnancy and maternity (the 'Protected Characteristics' as defined in the Equality Act 2010), as well as other relevant circumstances including parental or caring responsibilities, contract type, and working hours.

ArtsEd is committed to a programme of action to ensure that equality, diversity, and inclusion initiatives are implemented and monitored at every level through the implementation of transparent policies, practices and procedures and the provision of effective support. It also seeks to ensure that its public engagement work and services benefit diverse audiences and communities.

All staff, students, and visitors to ArtsEd are expected to abide by the principles set out in this policy and to support ArtsEd in its delivery.

Practising equality of opportunity can sometimes mean treating people differently to treat them fairly, e.g., being flexible to meet the needs of working parents.

## **Equality, Diversity, and Inclusion**

Diversity recognises, values, and celebrates the differences between people or communities. These can be visible and non-visible differences. Our differences may mean we have different cultures, needs, wants, and ways of doing things.

Inclusion means actively considering the diversity of individuals and groups to understand their needs and changing the way we do things where necessary in order to ensure that each member of the ArtsEd community is included and feels valued.

## **AIMS OF POLICY**

The aims of this policy and ArtsEd's ethos is to:

- Eliminate unlawful discrimination on grounds of any protected characteristic.
- Promote equality of opportunity for all members of the ArtsEd community.
- Comply with ArtsEd's equality duties under the Equality Act 2010.

All members of the ArtsEd community are expected to comply with this policy.

## **ADMISSION**

ArtsEd treats every application for admission in a fair and equal way in accordance with this policy and ArtsEd's Admissions Policy. Each application will be considered on its merits in accordance with ArtsEd's selection criteria based on an applicant's ability and aptitude. ArtsEd accepts applications from, and admits, all prospective pupils and students irrespective of their gender, disability, gender reassignment, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Applicants (and in the case of applications to the Day School/Sixth form, parents) must inform ArtsEd when submitting the Registration Form of any special circumstances relating to their child or themselves which may affect their child's or their own performance in the admissions process and/or ability to fully participate in the education provided by ArtsEd. ArtsEd will not offer a place to a child / student with disabilities if, after reasonable adjustments have been considered, ArtsEd cannot adequately cater for or meet their needs.

## **STAFF**

ArtsEd is committed to a policy and practice which require that entry into employment and progression within employment at ArtsEd will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the School. Subject to statutory provisions, no member of staff or applicant for appointment as a member of staff will be treated less favourably than another because of any protected characteristic. If any person appointed as a member of staff considers that she or he is suffering from unlawful discrimination, harassment, or victimisation in her or his admission, appointment or progression because of any protected characteristic, he or she may raise this through the school's complaints or grievance procedure, or the procedures for dealing with harassment, as appropriate.

Please refer to the Staff Handbook and the Recruitment Policy for full details.

## **PROVISION OF EDUCATION AND TRAINING**

ArtsEd affords all pupils and students access to education and training including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). ArtsEd will not discriminate against a pupil or student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

### **ArtsEd will:**

- Treat all members of ArtsEd community with respect and dignity and seek to provide a positive working and learning environment free from discrimination.
- Endeavour to meet the needs of all staff, student, pupil and visitor and ensure that there is no unlawful discrimination on the grounds of any protected characteristic.
- Ensure that Day School/Sixth form students with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support.
- Monitor the admission/recruitment and progress of pupils, students, and staff from different backgrounds.
- Challenge all inappropriate discriminatory behaviour by pupils, students and staff.
- Offer all pupils and students access to all areas of the curriculum or programme of study.
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School.
- Ensure regular reviews, monitoring and evaluation for the effectiveness of inclusive policies and practices.
- Promote an inclusive culture, good practice in teaching, learning and assessment, and good management practice, through the development of codes of conduct, policies, and training.

ArtsEd recognises that discrimination may be direct, indirect, or arising from disability whether or not intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with ArtsEd's Behaviour, Anti-bullying and Harassment policies.

## **RELIGIOUS BELIEF**

ArtsEd is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of ArtsEd community.

The governing body, through the senior leadership team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect for those with different faiths and beliefs.

## **REQUESTS FOR VARIATION IN ARTSED UNIFORM (DAY SCHOOL/SIXTH FORM)**

All pupils are required to wear a uniform until Year 12. The Head will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with ArtsEd's policy on health and safety.

## **REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY (DAY SCHOOL/SIXTH FORM)**

ArtsEd has an ongoing duty to make reasonable adjustments for pupils or students with a disability to ensure they do not suffer a substantial disadvantage in comparison with their peers.

Where ArtsEd is required to consider its reasonable adjustments duty, it will consult with parents or students about what reasonable adjustments ArtsEd is able to make to avoid the child or student being put at a substantial disadvantage. ArtsEd will carefully consider any proposals for auxiliary aids and services in relation to a pupil's / student's disability and the resources available to ArtsEd. Further information on ArtsEd's reasonable adjustments duty can be found in the Day School/Sixth Form's SEN and Disability Policy.

ArtsEd has an Accessibility Plan which sets out to:

- increase the extent to which disabled pupils / students can participate in ArtsEd's curriculum and courses;
- improve the physical environment of ArtsEd for the purpose of increasing the extent to which disabled pupils and students are able to benefit from its education;
- improve the delivery of information to disabled pupils and students which may be more easily accessible to those who are not disabled.

## **MONITORING AND REVIEW**

The Principal and the Head regularly monitor and review the effectiveness of this policy and reports to the trustees on the policy's effectiveness in practice.

## **BREACH OF THIS POLICY**

Pupils, students or staff who are in breach of this policy may be sanctioned in accordance with ArtsEd's Behaviour policies and Codes of Conduct and the Staff Handbook.