



Kingsgate School
Equalities Statement

Purpose

To provide a statement that outlines the School's commitment to equality and diversity which links together the different equality strands into a single equality scheme.

Scope

All aspects of the School provision. All members of Kingsgate School have a role in contributing to the success of this statement and all equality and diversity schemes. This will also meet the requirements of other organisations that we work with as it sets the standards and expectations we work to.

Legislative Framework

The School will ensure that it meets all of its responsibilities and liabilities under all legislation designed to promote equality and diversity, namely those associated with disability, race, gender, pregnancy, gender re-assignment, religion or belief, sexual orientation, age and socio-economic factors as listed in the Equality Act 2010.

This statement also meets our regulatory obligations under the Independent School Standards (2014):

2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act ;

5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act; and

Schedule 10 of the Equality Act whereby arrangements are made to meet the requirements of paragraph 3 of schedule 10 of the Equality Act 2010

Under the Equality Act 2010 all members of the School have a general duty to:

- Eliminate unlawful discrimination
- Advance equality and diversity
- Advance good relations between groups

The Equality Act 2010 encompasses and extends previous acts such as the Race Relations Act and the Disability Discrimination Act and sets out a single framework to cover all aspects of equality.

The Statement

The School will promote and encourage a culture whereby equality of opportunity exists regardless of race, gender, disability, age, religion or belief or sexual orientation. Our key duties will be to:

- Eliminate unlawful discrimination and harassment.
- Advance equality of opportunity.
- Advance good relations between different groups.

We will demonstrate our commitment to this through our policy framework which supports this statement and supports the removal of barriers, elimination of discrimination and to address disadvantage. We will monitor our performance rigorously, reporting on achievement, attainment and progress made against targets from our action plan. In doing this we will show how our commitment clearly relates to our strategic targets and priorities. Our aim is to treat all students and staff with respect and dignity and meet our statutory obligations.

Priorities

The School recognises its legal obligations towards all staff and students in respect of age, faith, gender identity, race, disability and sexual orientation. We as a School recognise and acknowledge the important differences in which equality issues impact on different groups and individuals. We recognise the core priorities which underpin the Schools approach to equality and diversity and these are brought together under this single equality statement.

The priorities are:

1. To ensure that curriculum content meets the needs of all students by ensuring our teaching methods and approaches are appropriate and relevant to all students.
2. To monitor the admission, achievement and progression of all students to help them fulfil their potential regardless of background.
3. To maintain a safe and secure environment for staff and students by ensuring all forms of bullying, harassment and discrimination are prevented.
4. To monitor our policies, procedures and practices to ensure that they are free from discrimination by utilising an ongoing programme of impact assessments.
5. To provide as wide a range as possible facilities and services to meet the educational needs of students.
6. To provide staff with training to raise awareness of equality issues and equip them with the knowledge and skills required to meet students' needs.
7. To promote awareness of equality, diversity and tolerance for different groups amongst students and staff.
8. To monitor staff development activities, recruitment and progression to prevent discrimination from occurring and to take action to address shortfalls where they are found.
9. To monitor the recruitment profile of all applications for employment to ensure that appointments are made on merit and from the best possible field of applicants.

Equality relating to Age

The School is committed to ensuring that staff and students are not unlawfully discriminated against because of age. It is recognised however that the scope of student admissions is controlled by its role and therefore cannot offer courses and programmes to all age groups.

The normal staff retirement age is the end of the academic year in which their 65th birthday sits. Pension scheme rules and regulations apply to staff retiring early.

Equality relating to Sexual Orientation

We do not expect staff or students to be victimised or discriminated against due to their sexual orientation. Harassment, bullying and discrimination will be dealt with in line with School protocols and will be dealt with effectively and efficiently.

Equality relating to Religion or Belief

The School operates in line with current legislation for guidance on Religion and Belief in the workplace which is to ensure that the School does not treat a person less favourably on the ground of religion or belief or disadvantages members of staff or students with a particular religion or belief.

Equality relating to Gender Identity

Individuals have the right not to be discriminated against because they are proposing to undergo, or have undergone gender reassignment. Where staff or students advise of their intention to seek gender reassignment the HR department and clinical team will ensure confidentiality and direct them to the appropriate external support agencies.

Equality relating to Race

The School operates in line with current legislation for guidance on Racial Equality within the workplace, no student or member of staff will be treated less favourably on the grounds of race or ethnicity. No incident of racial harassment is acceptable within the School any incident will be dealt with in line with School protocols under bullying, behaviour and disciplinary policies.

Equality relating to Disability

The School will work proactively to make reasonable adjustments for disabled students, staff and visitors at policy and whole school level and will actively support individual students and staff with equality of opportunity in order to secure their participation in all aspects of School life. The main school building is currently non-accessible and there is no accessible toilet facilities. Alternative accommodation will be sought where needs arise.

Discrimination

The School is committed to promote Equality, Diversity and Inclusion in all nine protected characteristics and to ensure no individual is treated less fairly than any other. We as a School recognise that discrimination can take many forms and will not tolerate any form of discrimination against any individual or group as described below:

Direct discrimination - against individuals or groups.

Associated discrimination – against those associated with a protected characteristic.

Perception – Against groups or individuals who may or may not have a protected characteristic.

Indirect discrimination – Through policy or rules that may disadvantage.

Harassment – Through any form of offensive behaviour, bullying, cyber-bullying or actions that are deemed offensive.

Victimisation – Due to supporting equality complaints or procedures.

We as a School understand that eliminating discrimination and harassment and promoting equality is an educational function and will endeavour to ensure it is part of our culture. Where possible, breaches of the equality policy will be dealt with in a manner appropriate to the level of breach. More serious breaches will be dealt with in accordance with the School anti-bullying and harassment procedures and through disciplinary procedures for staff.

Where safeguarding issues and concerns are raised these will be dealt with under the School child protection procedures.

This policy statement will be reviewed every year or when legislative changes occur.

Policy Date September 2018

To be reviewed annually

~~September 2019 – reviewed by TR~~

~~August 2020 – reviewed by RO~~

~~September 2021 – reviewed by TR~~

~~September 2022 reviewed by TR~~

September 2023 reviewed by TR

Review date: September 2024