

Equality and Diversity Policy Statement



1 Introduction

The Spires College is fully committed to advancing and embedding Equality and Diversity (E&D) for all students, parents/carers/ staff and visitors and to challenging all forms of discrimination based upon promotion of fundamental British values. Our E&D policy statement reinforces the spiritual, moral, social and cultural (SMSC) life of our college, in a broad and balanced curriculum, according to section 78 of the Education Act 2002, and with reference to the advisory document published by the Department for Education, "Promoting fundamental British values as part of SMSC in schools", 2014.

2 Legal duties

All of our students, parents and carers have protected characteristics according to the Equality Act 2010 which are:

- ▲ Age;
- ▲ Disability;
- ▲ Ethnicity;
- ▲ Gender;
- ▲ Gender identity (known by law as gender reassignment);
- ▲ Religion and belief (all faiths and none);
- ▲ Sexual orientation;
- ▲ Maternity and pregnancy;
- ▲ Marriage, civil partnership or single.

Our policy statement includes the needs and rights of learners who are 'looked after' and those from challenging economic backgrounds and their protected characteristics. In relation to the 9 protected characteristics, we embrace our duties under the Equality Act 2010 and pay due regard to:

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

3 Our principles:

- ▲ All students and their families are of equal value.

- ▲ We are committed to valuing and respecting diversity/difference.
- ▲ We foster good attitudes and relationships as part of college and community life.
- ▲ We work hard to eliminate the chance of bullying, discrimination, prejudice and victimisation and robustly tackle it should it occur.
- ▲ We are committed to advancing and embedding equality of opportunity and meeting the diverse needs of each student through a broad and balanced curriculum based on fundamental British values.
- ▲ We raise aspirations and expectations of all students.
- ▲ We engage with the wider community.
- ▲ We ensure that students, families and staff understand roles and responsibilities under the Equality Act 2010.

4 Our principles will be delivered through:

- ▲ The curriculum that we provide to our students in teaching and learning sessions and wider college life, including harnessing natural equality and diversity topics/situations as they happen.
- ▲ Promotional equality and diversity activities and events.
- ▲ Reasonable adjustments to the learning environment.
- ▲ Enabling reasonable requests for religious observance and practices.
- ▲ Monitoring and reviewing procedures and policies.
- ▲ Development and training for all staff.
- ▲ Information and resources.
- ▲ Publishing equality and diversity data about learner outcomes within the Groups' Equality and Diversity Annual Report, as well as through Department for Education reporting systems.

5 Breaches of policy

Any breach of the E&D policy statement and other related policies will be dealt with and determined by the Principal with the assistance of the Vice Principal and may appear before the E&D Committee.

Adopted:	September 2016	Review Due:	July 2020
Reviewed:			
Amended:			