



Equality Diversity & Inclusion Policy



The
Birkenhead Park
School

Adopted by LGB: June 2023
Review Period: 3 years
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Person responsible for policy: Clerk

EQUALITY, DIVERSITY AND INCLUSION POLICY

Introduction

Birkenhead Park School is fully committed to achieving equality, diversity and inclusion of opportunity and to celebrating cultural diversity. Birkenhead Park School treats all its students and staff with respect and dignity, and provides an environment free from unlawful discrimination, harassment or victimisation.

Birkenhead Park School will not tolerate any form of prohibited behaviour or activity which discriminates or causes harassment to any person on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) and socio economic background. Incidents of discrimination, harassment or victimisation or unlawful activities will be dealt with through the School's Complaints and Disciplinary Procedures.

Birkenhead Park School is fully committed to advancing equality of opportunity for all students and staff, meeting all students' needs, encouraging them to achieve their full potential and to raising educational standards. It aims to create a positive, inclusive atmosphere, based on mutual respect and respect for people's differences and the challenging of stereotypes.

Birkenhead Park School will give consideration to what action it can take to support people who are socially disadvantaged by addressing social barriers. Birkenhead Park School is also committed to making its workforce more representative of the Community it serves and to making full use of the skills and knowledge of people from different groups. It aims to foster good relationships between people of different groups and to improve staff morale and performance

Aims of the Policy

Birkenhead Park School aims to promote equality of opportunity and a fair and positive attitude towards everyone who is a member of the school. Whilst Birkenhead Park School wishes to differentiate between individuals in order to meet their needs it will not discriminate on any of the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex and sexual orientation
- socio-economic background

Equality of opportunity will be applied consistently across all aspects of service delivery, including admissions, student development, learning support, curriculum development, teaching, learning and marketing.

Birkenhead Park School will comply with its legal duties under all current equality legislation. Birkenhead Park School will ensure that every governor, member of staff, and all students are made aware of their duty to avoid discriminatory practices, to discourage them in others and to accept personal responsibility for the application of the policy.

Birkenhead Park School will consult with students, members of staff, people who share protected characteristics (and associated support groups), people from different socio-economic backgrounds, stakeholders and College partners and use the outcomes to guide future action.

Birkenhead Park School aims to promote an environment of positive working relationships and to ensure that all members of school are treated with dignity and respect.

Birkenhead Park School values diversity. It aims to employ a workforce that reflects the Community it serves and is committed to inclusive education and to enabling College staff and students to achieve their full potential. It will do this by making any reasonable, appropriate adjustments to ensure that people who share protected characteristics are not placed at any substantial disadvantage. As an employer, Birkenhead Park School will ensure that the principles of equality and diversity are applied to recruitment, redeployment, staff development and promotion.

Birkenhead Park School's Commitment

Birkenhead Park School is committed to and will promote fair and positive attitudes towards people from groups who share protected characteristics.

All reasonable, appropriate adjustments to provisions will be made to ensure that people from groups who share protected characteristics are not substantially disadvantaged.

Birkenhead Park School will comply with its statutory duties under the current equality legislation.

Birkenhead Park School will strive to meet all students' needs, identify and remove barriers, within the school's control, which hinder or prevent students or staff from achieving their full potential and raise educational standards.

Birkenhead Park School will take specific action to tackle any differences between different groups in their achievement levels and progress.

Birkenhead Park School is committed to creating a positive, inclusive atmosphere, based on respect for people's differences, to challenging and preventing unlawful discrimination.

Birkenhead Park School will ensure that all curriculum and pastoral teams actively seek opportunities within their programmes to celebrate diversity, widen students' cultural understanding and prepare them to be effective citizens in today's multi-ethnic society.

Birkenhead Park School will strive to make the workforce more representative of the local community by removing any barriers, within the school's control, which might hinder or prevent applications from people from groups who share protected characteristics.

Birkenhead Park School is committed to improving staff morale and performance and to avoid losing able staff by making full use of the skills and knowledge of people from different groups.

The Equality Act 2010

The Act provides protection for people from groups which share protected characteristics and prohibits:

- direct discrimination (including dual discrimination, associative and perceived discrimination)
- indirect discrimination
- harassment
- victimisation

The Act provides the power to allow proportionate action to be taken to address disadvantage or under-representation or to meet the particular needs of those who share a protected characteristic.

Public Sector Duty

The Single Equality Duty places a legal requirement on public bodies to have regard, in the exercise of their functions, to the need to:

- eliminate discrimination, harassment, victimisation, and any other conduct that is unlawful under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a protected characteristic and persons who do not share it

The duty requires Birkenhead Park School to measure the impact of policies, procedures and services and to consider in advance how it can ensure that its users can appropriately use and access its services to meet their particular needs.

Careers

Birkenhead Park School's commitment to equality and diversity is reflected in its Careers Programme which has a clear and ambitious vision for providing high quality and inclusive careers advice, information and guidance for all. The Careers Programme reflects the progressive building of knowledge and skills for future learning and destinations. This reflects the school's BePART educational philosophy which incorporates high expectations for achievement and progress. Specific and individualised wrap-around support in line with the SEND Code of Practice 2015 enables all learners to make effective transition