



## **The Stables Independent School**

### **EQUALITY AND DIVERSITY POLICY**

**This policy links directly to:**

<b>Document</b>	<b>Area</b>
<b>The Stables Policies</b>	Admissions Policy Curriculum Policy Staff disciplinary and grievance procedures Whistleblowing Policy Safer Recruitment Policy

**This policy was reviewed and approved by the Proprietors in the Summer Term 2023.**

**It will be reviewed and approved annually and approved by the Proprietors.**



## **Statement of Intent**

The Stables Independent School (The Stables) values the diverse nature of its staff and of those using our school. We will ensure that this is reflected in all our practices and policies.

The Stables' commitment to equality involves much more than positive action to promote equal opportunities and eradicate discrimination. It means that we are actively committed to encouraging and promoting the richness brought to the organisation by the diverse nature of our staff.

## **Implementation**

The School's aim is to ensure that all of its employees and job applicants are treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The School shall appoint, train, develop and promote on the basis of merit and ability.

All employees have a duty, both morally and legally, not to discriminate against individuals. Employees have personal responsibility for the practical application of the School's Equality and Diversity Policy which extends to the treatment of visitors, young people and their families, members of the public and other employees.

Senior leaders who are involved in the recruitment, selection, promotion and training of employees have special responsibility for the practical application of the School's Equality and Diversity Policy.

## **Young People**

The Stables respects and values cultural diversity and will promote young people's cultural and religious beliefs and activities. These beliefs and activities will be identified through the planning process. Religious and cultural activities which are important to the young person and their family will be vigorously researched and we will thoroughly support them to express their beliefs. This may include requiring staff:

- To be proactive in assisting to maintain modes of dress, ceremony, diet and custom
- To provide transport, where practicable, to places of worship and meeting places
- To make every effort to ensure important aspects of culture and religious heritage are not lost
- To provide access to sources of information that will encourage the young person's cultural and religious understanding and beliefs
- To assist the young person to obtain language support where and when required



- To not tolerate discrimination against young people on any grounds under any circumstances. Any incidence of this type of behaviour will be challenged individually. If discrimination by staff is wilful the matter will be treated via the disciplinary process

The Stables recognises that rural Norfolk is not as culturally diverse as some larger city areas. In order to promote cultural diversity and combat discrimination, staff will educate the young people about religions and cultures encouraging them to join in festivities and celebrations of Holy and Saints days, visit larger cities and communities inspiring them to ask questions and imagine their own lives if they were born in a different time or to a different culture.

### **Managing Discriminatory Concerns**

All concerns regarding the failure of a member of staff to adhere to this policy should in the first instance be reported to the Headteacher in line with the Complaints Policy.

The Grievance Procedure is available to any employee who believes they may have been unfairly discriminated against and who does not feel the matter has been resolved through the informal or formal complaints procedure.

Disciplinary action shall be taken against any employee who is found to have committed an act of unlawful discrimination. Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct.

Young people also have the right to complain if they feel they are being discriminated against as do a family member/carer/social worker or friend on their behalf. This will be managed in line with the Complaints Policy.

Any complaint that a member of staff has discriminated against another person, contrary to the guidance set out in this policy, may also result in a notification to LADO and Ofsted.

If there is any doubt about appropriate treatment under the School's Equality and Diversity Policy, employees should consult the Headteacher.