

# Al-Huda Academy



## Equality & Diversity Policy

**Date:** December 2017

**Review Date:** September 2018

# EQUALITY & DIVERSITY POLICY

## Policy Statement

At Al-Huda Academy, we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported.

Al Huda Academy is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010). This applies to all pupils (including boarders and those in our EYFS setting and the requirements of the National Minimum Standards for Boarding Schools (2015), Standard 16), parents and staff members and includes inappropriate discrimination on the grounds of: gender: age; religion or belief; physical ability or disability (including HIV status); learning ability, other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity. These factors are taken into account in the care of our community members so that care is sensitive to different needs.

We seek to ensure that the individual needs of all our pupils, including those who are disabled or have special education needs are met and pupils are included, valued and supported, and that reasonable adjustments are made for them. We undertake to work with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition. This policy statement and the effectiveness of our inclusive practices at Al Huda Academy are reviewed annually by the Board of Trustees.

This policy statement should be read in conjunction with the Academy's policies on Rewards and Behaviour Management, Anti-bullying, Admissions, and the PHSE schemes of work, SMSC development of pupils. Staff are also covered by Al Huda Academy's Equal Opportunities Procedures, found later in this document.

## Objectives of the school

- Ensure that the careers provision of the school develops pupils' understanding of equal opportunities and that people in all careers are equal.
- Ensure that pupils spend increased time in the community to develop their practical understanding of the protected characteristics e.g. disability, race, maternity, faith etc.
- Ensure that pupils get an opportunity to engage with youth their own age from diverse cultures and backgrounds. This could be by engaging with other schools/youth clubs through activities.

## Procedure for Pupils

Al Huda Academy seeks to implement this policy statement effectively through the following actions:

- Provision of our policy statement for equal opportunities to all students, staff and parents, including those of prospective students.
- Working with outside agencies such as educational psychologists, occupational therapists, family/student medical practitioners, gender counsellors (GIRES) and mental health agencies (CAMHS) to support the endeavour of the Academy in serving the needs of all students, parents and staff.
- Discussing, where appropriate, equal opportunities and the special needs of individuals at staff meetings.
- Delivering the message of equal opportunities within PSHEE, the wider curriculum and through the extra-curricular programme.
- Dedicating assemblies and 'circle time' to the importance of kindness, care and unconditional respect for members of the Academy and the wider community, and on promoting and valuing diversity and differences.
- Meeting the individual needs of students, as detailed by parents and by the student's previous setting, through teacher, assistant and outside agencies working together with the student and the student's parents.
- Monitoring the needs of all students as they progress through the Academy, through discussion at meetings, and written information circulated confidentially, relating to specific support for learning or emotional, social,

mental, physical or other difficulties.

- Discussing, reviewing, monitoring and evaluating at staff meetings and leadership meetings, the effectiveness of inclusive practices which enable all students, parents and staff to access and enjoy school life.
- Ensuring that the Personal, Social, Health and Economic Educational Programme include discussion of Equal Opportunities.
- Ensuring the Academy documents demonstrate a commitment to Equal Opportunities and avoid inappropriate discrimination of all forms.
- Making appropriate provision or exemption, where feasible and desirable, for students with special dietary, dress or religious observance requirements or needs because of religious or cultural backgrounds

## **Procedure for Members of Staff**

To ensure the elimination and prevention of discrimination and the promotion of equality of opportunity in employment.

### **1. Sex Discrimination**

Unless the job is covered by a statutory exception we will not discriminate directly or indirectly on the grounds of sex, gender assignment, sexual orientation, pregnancy, marital status or civil partnership.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about sex, gender assignment, sexual orientation or pregnancy discrimination or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way

## **2. Race Discrimination**

Our equal opportunity policy statement aims to ensure that:

- a. No job applicant or employee receives less favourable treatment than another on racial grounds.
- b. No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her racial group and which cannot be shown to be justifiable on other than racial grounds.
- c. Where appropriate and where permissible under the Race Relations Act employees of an under-represented racial group are given training and encouragement to achieve equal opportunity within the organisation.

### **We will not:**

- Discriminate in recruitment, promotion, transfer or training, nor in the arrangements made for recruitment and in the ways of affording access to opportunities for promotion, transfer or training
- Discriminate on racial grounds in connection with dismissal, redundancy or any other termination of employment or other detriment to an employee
- Discriminate on racial grounds in appraisals of employee performance or in the operation of grievance disputes and disciplinary procedures
- Discriminate on racial grounds in affording terms of employment and providing benefits, facilities and services for employees
- Victimise individuals who have made allegations or complaints of racial discrimination or provided information about such discrimination

## **3. Disability Discrimination**

In connection with dealings in relation to persons with a disability within the meaning of the Disability Discrimination Act 1995 we will:

- Not discriminate against disabled people or those who have been disabled
- Make any reasonable adjustments of our employment arrangements or premises which place disabled people at a substantial disadvantage compared

with non-disabled people

- Not treat a disabled employee or disabled job applicant less favourably for a reason relating to the disability than others to whom that reason does not apply unless the reason is material to the particular circumstances and substantial
- Not knowingly help another to unlawfully discriminate against a disabled employee
- Not discriminate against a disabled person in the arrangements made for determining who should be offered employment or by refusing to offer, or deliberately not offering, employment
- Not discriminate against a disabled person whom we employ in terms of the employment we offer him/her; in the opportunities, which we afford him/her for promotion, a transfer, training or receiving any other benefit; by refusing to afford him/her or deliberately not affording him/her any such opportunity; by dismissing him/her or subjecting him/her to any other detriment
- Not discriminate against an employee who becomes disabled or has a disability that worsens

#### **4. Religion**

Al Huda Academy is designated as a Muslim School under The Religious Character of Schools Regulations 2003. Unless the job is covered by a statutory exception we will not discriminate directly or indirectly on religious grounds.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about discrimination on religious grounds or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however

caused or by treating an employee unfavourably in any other way

## **5. Age Discrimination**

In connection with any dealing in relation to age as described in the Employment Equality (Age) Regulations which come into effect on the 1<sup>st</sup> October 2006, we will not discriminate:

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- By victimising an individual for a complaint made in good faith about discrimination on the grounds of age or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused.
- To operate a common contractual retirement age for all staff of 65 (see separate Retirement Policy for details)

## **Monitoring and Review**

This policy is regularly monitored by the Principal/Senior Management to ensure that it is working as effectively as possible.