

Equality & Diversity Policy

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Introduction

By celebrating diversity and actively promoting equality, we want learners and staff to feel valued, know that they are valued and respect others within a culturally inclusive environment. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of Triple Skillz ethos. We aim to promote inclusion, actively tackle any form of discrimination and actively foster social cohesion in all areas of Triple Skillz. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards creating a cohesive community.

Scope

This policy applies equally to current and prospective members of Triple Skillz, including parents and visitors. Triple Skillz is committed to a zero-tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under The Equality Act 2010. The protected characteristics are defined as:

- Age
- Gender
- Disability
- Gender identity or reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race and ethnic origin, including colour.
- Religion or belief
- Sexual orientation

Any behaviour, comments or attitudes (including 'banter') that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

Policy Aims

The aims of this policy and Triple Skillz ethos as a whole are to:

- Eliminate unlawful discrimination on the grounds of any of the protected characteristics.
- Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning

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difficulty or special educational need, or because English is an additional language.

- Promote equality of opportunity for all members of the school community
- Comply with Triple Skillz equality obligations contained in The Equality Act 2010
- Provide a secure environment in which all our learners can thrive and achieve all of the outcomes of Keeping Children Safe in Education 2024.
- Provide a learning environment and curriculum where all individuals feel valued and feel they have a sense of belonging.
- Celebrate and value diversity at Triple Skillz and in society as a whole.
- Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and global community.
- Include and value the contribution of all families and our wider community to our understanding of equality and diversity.
- Provide and promote positive information about the diversity of UK society.
- Actively challenge discrimination and ensure that all members of Triple Skillz learn from these experiences.
- Embed equality and inclusion throughout staff development, our curriculum and cocurricular provision.

The Legal Framework

Discrimination can take the following forms, including:

- Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.
- Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic, and which cannot be justified as a proportionate means of achieving a legitimate aim.
- Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
- Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.
- Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.
- Discrimination by association – This includes treating a person less favourably because they are linked or associated with a protected characteristic.

It is the responsibility of all staff to:

- Positively role model inclusive and anti-discriminatory behaviour, including a spirit of reflection and willingness to be open to challenge.
- Support and participate in any measures introduced to promote equality, diversity and inclusion and report any issues associated with equality and diversity in accordance with this policy.
- Be alert to and actively challenge any forms of discrimination, victimization, harassment or bullying, including banter.
- Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in Triple Skillz culture, taking all reasonable steps to prevent discrimination, harassment and victimisation from taking place.
- Make effective and reasonable adjustments where appropriate to meet the individual needs of staff, pupils and visitors.
- Triple Skillz expects staff to commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

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It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

It is the responsibility of learners to:

- Positively promote inclusive and anti-discriminatory behaviour, including a willingness to reflect on attitudes and/or behaviours and be open to challenge.
- Support any measures introduced by Triple Skillz to promote equality, diversity and inclusion and report any issues associated with equality and diversity to a member of staff.
- Be alert to and actively challenge any forms of discrimination, victimization, harassment or bullying, including banter. This includes identifying and using Triple Skillz reporting system to challenge bias and stereotype within the curriculum and in Triple Skillz culture, taking all reasonable steps to prevent discrimination, harassment and victimisation from taking place.

Inclusion within the life of Triple Skillz

No learner or staff member should be made to feel uncomfortable because they differ from the majority, e.g. in ethnic or social background, in terms of academic ability, neurodiversity, being from financial disadvantage, having English as an additional language or a special educational need and/or disability.

Learners with particular areas of disadvantage, Special Educational Needs and Disabilities will be given assistance to achieve their potential by differentiation of tasks, positioning in the classroom, equipment that supports academic progress and additional support where appropriate.

Curriculum

The curriculum is crucial to tackling inequalities for learners, including gender stereotyping, preventing bullying and raising attainment for traditionally and newly disadvantaged groups. The principles of equality and diversity are embedded in our academic and wider curriculum. The curriculum will aim to:

- Normalise diversity in the content and examples utilised.
- Stress the contribution and achievements of all kinds of individuals and cultures, actively challenging bias and stereotyping.
- Reinforce the importance of embracing difference and of equality of opportunity as a desirable aim.
- Provide inclusive and accessible activities, including educational trips.
- Resources and activities should be monitored for possible bias, reinforcing stereotypes and ethnocentric elements.

Training and Development

The success of the Equal Opportunities Policy is closely linked to the provision of relevant training. Professional development involves a continuous process of learning involving self-development, encouragement and motivation. Triple Skillz will endeavour to:

- enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.
- promote greater awareness of equal opportunities and the contribution made by our staff, parents, pupils and wider community
- Equip employees with the skills to provide personal and organisational solutions to discriminatory practices and behaviour and to promote inclusive behaviour generally.
- Ensure that employees are encouraged and supported to take responsibility for their own learning

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and development in the context of our Equality, Diversity and Inclusion strategy.

- Respond to changing and emerging training needs, providing opportunities for reflection, feedback and shared learning.

Employment

- The Managing Director will work towards creating a workforce that reflects the nation's diverse population. It will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment with Triple Skillz.
- All employees have equal access to training and career development regardless of any of the considerations mentioned above. The training needs of particular groups of employees who are under-represented in specific occupations and management posts will receive positive attention.
- Comprehensive monitoring of the workforce and job applicants by ethnic origin, gender and disability is undertaken and is published. Where required, we will consider introduction of monitoring in other equalities areas. The purpose of monitoring is to evaluate the effectiveness of the Equal Opportunities Policy and take action where evidence shows unfair treatment or where particular communities are not adequately reflected within the workforce.
- An employee who has a concern regarding unfair discrimination or harassment at work may approach the Managing Director. This does not affect an employee's right of reference to an employment tribunal within the statutory time limits.

Disclosure Procedure

Triple Skillz will make every effort to protect employees from discrimination and all concerns raised with Triple Skillz will be handled in a positive and sensitive manner and in accordance with the appropriate policy/procedure.

Employees

Existing employees who feel they have been unfairly discriminated against, harassed, bullied or victimised should raise it in the first instance with their line manager or other manager where their own line manager is the subject of the complaint. Employees will not be penalised for raising a grievance, even if the grievance is not upheld, unless their complaint is found to be both untrue and made in bad faith.

Visitors

Any visitors or other members of the school community who experience or witness discrimination, bullying, harassment or victimisation, while onsite, should report the matter to Graham Chambers or Rendall Munroe.