



Equality & Diversity Policy / Accessibility

Approved by:	Rob Pritchard	Date: 13/09/2022
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Introduction

The Equality Act 2010 protects all people and establishes that discrimination is unlawful. The protected characteristics (section 4) under the Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

This Policy is our commitment that The Seeds School will ensure that no employee, job applicant, student or other member of the school community is treated less favourably on any of the above grounds. Any behaviour, comments or attitudes that undermine or threaten an individual's self esteem on these grounds will not be tolerated. For Students we aim to provide equal access to educational and vocational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

We aim to empower our students to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community. Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values, in particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the Policy.

All members of the school community are responsible for, and protected by, the Policy and are obliged to respect and act in accordance with the Policy.

Students and the Curriculum

The School's Admissions Policy does not permit sex, race, colour or disability to be used as criteria for admission. The School's aim is to provide for all students according to their needs, irrespective of gender, ability or ethnic origin. Students should have access to a broad and balanced curriculum that avoids stereotypes and provides good role models for all students.

Staff

Monitoring with respect to employment will be undertaken in the following areas on at least an annual basis by sex, race, disability, etc:

- Composition of the school staff relative to function.
- Recruitment trends.
- Take up of training opportunities.
- Promotion patterns where opportunities exist.
- Use of complaints procedure.
- Use of grievance or disciplinary Policies etc.
- Use of sanctions.
- Take-up of family-friendly policies. e.g., Flexible working arrangements or job share

Objectives

The Seeds School will ensure that, whilst carrying out its activities, it will have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity across all activities undertaken between different groups of staff and students.
- Fostering good relationships between people of a diverse background. The implementation of this Policy ensures that The Seeds School will aim to:
 - Develop and promote a culture of equality and diversity throughout the School.
 - Develop and promote a culture of dignity and respect.
 - Support all Students and Staff in relation to the characteristics of the Act.
 - Work to prevent all forms of unlawful discrimination.
 - Deal with all forms of discrimination consistently and effectively

Roles and Responsibilities

It is incumbent on all members of the School community to act with dignity, courtesy and respect at all times.

Staff should:

- Actively encourage non-discriminatory practices and report any incidents of behaviour that fail to comply with this Policy.
- Support the Aims of this Policy.
- Undertake appropriate training as necessary.

Students should:

- Actively encourage non-discriminatory practices and report any incidents of behaviour that fail to comply with this Policy.
- Be aware of equality and diversity issues and recognise appropriate responses.

Senior Leadership should:

- Monitor the Policy and practice of the School community.
- Provide appropriate guidance for Students and training for Staff.
- Investigate all matters of alleged discrimination in line with School protocols.

Ensure that selection and appointment procedures, performance management processes, staff development opportunities and disciplinary and grievance procedures are fairly and consistently applied to all staff.

- Ensure that Students benefit from: Clear, consistent and transparent assessment criteria to promote fair access.

An Accessibility Plan to enable students who have SEND equal opportunities to engage in the curriculum offer. (See Appendix 1.)

Career planning support appropriate to their long - term aims.

Appendix 1.

Accessibility Planning for SEND Students

The Seeds School predominantly caters for the physically able student but we are proud of our ability to admit any student who may benefit from our curriculum offer. There may be some aspects of the Vocational Curriculum that, for Health and Safety reasons, the student may find inaccessible; however, alternative methods, strategies or modules can be offered and discussed at interview, and later, during ILP Reviews with all partners.

Students with SEND may require an additional risk assessment depending upon their particular disability. The School endeavours to provide all its students with equal access to learning and has identified the following areas that may require consideration to promote accessibility for all:

- Car Parking Areas
- Main Entrance for Visitors
- Reception Area
- Workshops
- Student Entrances
- Learning Areas and Classrooms
- Toilet
- Recreational Area