



# Queen Elizabeth High School

## Equality and Diversity Policy

### Ysgol Uwchradd Y Frenhines Elisabeth

*Moving Forward Together*

**Full Governing Body Committee**

**Date established by Full Governing Body: 30th March 2022**

**Responsible Person — Mr Dave Williams**

**Designated role — Head Teacher**

**Chair of Governors signature — Jeremy Griffith**

**Date — 30th March 2022**

**Next Review — Spring Term 2025**



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## EQUALITY AND DIVERSITY POLICY

### **BACKGROUND**

The Equality Act 2010, all associated legislation and codes of practice underpin the principles of the Equality and Diversity Policy. (Appendix 1)

### **POLICY**

This policy must be read in conjunction with the school's Equality Plan and any other relevant policies.

It must be applied consistently to all irrespective of race (which includes colour, nationality, ethnicity or national origins), disability, religion or belief, age, sex, gender reassignment, sexual orientation, pregnancy or maternity, marital status or civil partnership.

QEH is committed to ensuring that all pupils are given opportunities to achieve their potential by taking account of their varied needs and experiences.

### **SCOPE**

This Policy covers all employees, pupils and others using school facilities.

### **EQUALITY AND DIVERSITY - WHAT DOES THIS MEAN?**

The principle of equality has been understood to be about 'treating everyone the same' or 'treating everyone as you would wish to be treated'. A more appropriate way of looking at equality is to respond to individuals or groups according to their needs.

To value diversity is to recognise and value the differences between individuals and groups, to encourage their strengths and talents, and understand their needs.

Everyone has a responsibility to embrace and support equality and diversity and to challenge behaviour and attitudes that prevent us from achieving this.

### **Equality and Diversity at QE High**

The following diversity strands are presented in alphabetical order and represent the protected characteristics within the Equality Act 2010 plus Welsh language. It outlines everyone's responsibilities and expected behaviours to ensure a positive approach to equality and diversity within our school: (Appendix 2)

1. **Age**
2. **Disability**
3. **Gender re-assignment**
4. **Marriage and civil partnership**
5. **Pregnancy and maternity**
6. **Race (including colour, nationality, ethnicity or national origins)**
7. **Religion and Belief**
8. **Sex**
9. **Sexual Orientation**
10. **Welsh Language**

## **RESPONSIBILITIES AND ACCOUNTABILITIES**

### **Governing Body and Headteacher**

- Ensure compliance with the Equality Act 2010 and all associated employment legislation and codes of practice
- Act with dignity, show respect for others and develop a workplace that is inclusive and confident, free from bullying, harassment and discrimination
- Ensure policy is reviewed and implemented.
- Ensuring those responsible for recruitment and selection, induction, learning and development, performance appraisal, pay, promotion, disciplinary action, selection for retirement and redundancy, dismissal, organisational communication and working practices, understand their role and responsibility in relation to promoting equality and diversity and to avoid discrimination in all its forms
- Ensure that the necessary internal arrangements and resources are in place to enable the organisation to meet its statutory obligations and promote equality and diversity

### **Senior and Middle Leadership**

- Leading by example and improving personal leadership abilities in promoting equality and diversity through participation in relevant management development
- Ensuring the equality and diversity policy is communicated to the team and individuals understand their personal responsibilities
- Challenging inappropriate behaviour in the workplace and promoting positive employee relationships
- Identifying staff training and development needs in relation to equality and diversity

### **All Staff**

- Staff at all levels are personally responsible for ensuring that they support positively the principles of equality and diversity at all times, co-operate by promoting good relations and challenge inappropriate behaviour by following the values set out in this policy

- Any difficulties should be raised with their line manager in the first instance. Staff should consider their development needs in relation to equality and diversity as part of the personal development planning process

### **Pupils**

- Pupils are encouraged to report any incidents of inequality to a relevant member of staff
- Pupils should show care, respect and tolerance towards each other.

### **Equality in the curriculum**

- Every pupil has an equal entitlement to the curriculum and, subject to entry requirements, to all other areas of the curriculum, regardless of language, gender, race, disability, sexual orientation, religion or belief, age, pregnancy or maternity, or gender dysphoria.
- Staff will actively encourage the breaking down of any traditional gender stereotyping regarding subject choices at KS4 and KS5
- Subject based support, guidance and facilities, including extra-curricular activities, will be available to all pupils, with particular attention to the protected characteristics.
- Teachers will review and consider all resources used for teaching and learning and will take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to address stereotypes in relation to the protected characteristics.

### **Equality in recruitment**

The school will ensure that no job applicant or employee is discriminated against based on the Protected Characteristics. Recruitment and selection procedures and practices are reviewed to ensure that no individual is put at a disadvantage.

Employees are given an equal opportunity to progress within the organisation.

### **CONCERNS OR COMPLAINTS**

All concerns all complaints in regard to discrimination/inequality will be taken seriously. QEH will investigate fully and fairly. The outcome will be in line with the school's Disciplinary Policy and Behaviour Policy. If the complainant is not satisfied with the outcome, they should follow the school's complaint's procedure (See Complaint's Policy).

If an employee has a concern regarding breaches in the application of this policy they are advised to speak to their line manager in the first instance. If the employee's concern relates to his/her line manager, then advice can also be provided by the departmental Human Resource representative or Trade Union representative.

## **Appendix 1**

### **AN EXTRACT OF THE EQUALITY ACT 2010**

The Equality Act 2010 came into force on 1 October 2010. The purpose of the Equality Act 2010 is to simplify discrimination legislation and create a more consistent and effective framework, while at the same time extending discrimination protection.

The Act defines direct discrimination as less favourable treatment because of a protected characteristic. The protected characteristics under the Equality Act 2010 are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

Indirect discrimination against individuals because they have a relevant protected characteristic is also covered, although pregnancy and maternity does not come under the indirect discrimination provisions in the Equality Act 2010.

## **Appendix 2**

### **DEFINITIONS**

#### **PROTECTED CHARACTERISTICS**

This page gives you more information on each of the nine protected characteristics.

#### **Age**

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

#### **Disability**

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

#### **Gender reassignment**

The process of transitioning from one gender to another.

#### **Marriage and civil partnership**

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

#### **Pregnancy and maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

#### **Race**

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

#### **Religion and belief**

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

#### **Sex**

A man or a woman.

#### **Sexual orientation**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

