



Sandwell Academy Equal Opportunities and Diversity Policy

Policy Title:	Equal Opportunities and Diversity Policy
Policy Reference:	SA / Equal Opportunities
Description:	This document sets out how the Academy reflects its duty towards the Equality Act 2010.
Status:	Statutory
Category:	Academy
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Change Record		
Version	Date	Description
1.0	December 2012	Replaces Equal Opportunities, Disability, Race Equality , Equality, Diversity and Cohesion policies
1.1	June 2016	Deputy Head review
1.2		
1.3		

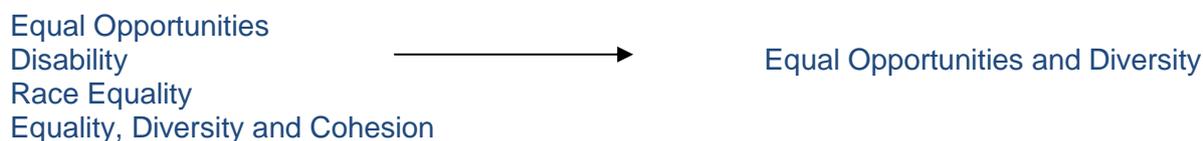
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Introduction

This policy describes the way in which Sandwell Academy will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. Therefore, the policies listed below have been combined and replaced by this policy:



The policy will be applied to all staff and learners, as well as any volunteers working in the school.

Access

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed.

This policy is reviewed annually.

Policy Statement

Sandwell Academy will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, parents, staff, volunteers, prospective employees or anyone involved in external agencies the organisation may be working with on the grounds of:

- sex, race, disability, religion or belief, age or sexual orientation.

In addition, there will be no discrimination against:

- pregnant females or new mothers
- marriage and civil partnership
- staff, learners or volunteers undergoing gender re-assignment
- learners due to the behaviour of their parents and/or siblings

When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

Sandwell Academy may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as Afro-Caribbean boys or Roma children. (Previously, this could have been considered discriminatory.)

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to Sandwell Academy

- All learners at Sandwell Academy

In addition, Sandwell Academy will:

- ensure that the services it provides and the admissions procedures in operation are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people
- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

Complaint Procedure

Stage 1

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of the Deputy Head for Inclusion. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to the Head who will decide the best course of action.

This may result in:

- a warning being issued
- a disciplinary
- a referral to a higher level of authority

Stage 3

The offending person has the right to appeal. He/she can write to the Chair of Governors. The decision of the Chair of Governors will be final.