



Southfields Academy: Equality Policy Statement

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Reviewed by: Board of Trustees Committee / Delegated to
Principal/Headteacher



Our Values

We believe that through individual **commitment, self-discipline, integrity** and **respect** for others, we inspire everyone to **learn**.

Academy's Aims

Southfields Academy continuously strives to ensure that everyone is treated with respect and dignity. Each person in the Academy is given fair and equal opportunity to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexual orientation, disability or special education needs and ability.

The academy works to promote equality and foster positive attitudes and commitment to an education for equality both as an employer and a service provider.

We do this by:

- Treating all those within the academy community (e.g. students, staff, trustees, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Southfields Academy is committed to avoiding all forms of discrimination. In accordance with the Equality Act 2010, it is unlawful to discriminate directly or indirectly because of age, disability, sex, gender re-assignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origin), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as “protected characteristics”.
- Challenging stereotypical views and learning to value each other’s differences through P.S.E. and R.E. and through all other subjects and areas at the academy.
- Creating and maintaining an ‘Academy Ethos’ which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our community to gain a positive self-image and high self-esteem.
- Having high expectations of everyone involved with the whole academy community.
- Promoting mutual respect and valuing each other’s similarities and differences and facing equality issues openly and honestly. In particular, we will challenge comments and behaviour by staff, students, parents or visitors which are implicitly or explicitly in any way contrary to the principles of equality enshrined in the Equalities Act 2010, and will work to change the attitudes behind these. This includes racism, sexism, homophobia, transphobia, ageism and prejudice about disability, religion or belief, pregnancy or maternity, marriage or civil partnership.
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.



Equality

The Board of Trustees and staff of Southfields Academy are committed to observing the general public sector duties defined in the Equality Act 2010. The academy is aware of its responsibilities under the Equalities Act 2010, and we are implementing our Public Sector Equality Duty.

The Act gives us three general duties:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We believe that these duties are already an integral part of our work as a successful multi-ethnic academy.

Specific Duties

The Board of Trustees and staff of Southfields Academy are committed to raising the standards of teaching and learning in order to raise achievement. Specifically to ensure that:

1. All students leave Southfields Academy with the qualifications and skills for university, the world of work or an apprenticeship;
2. All students achieve Level 2 in English and mathematics by age 19;
3. All children with special educational needs reach their full potential and are supported throughout their education; and
4. Diversity is valued and celebrated within the academy.

Further details can be obtained from our Equality Specific Duty Evidence & Impact report which is reviewed annually.

Equality in Employment

1. Southfields Academy will avoid unlawful discrimination in all aspects of employment, including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.
2. Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirement of the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.
3. Southfields Academy will consider any possible indirectly discriminatory effect of its standard working practices, including the number of hours to be worked, the times at which these are to be worked and the place at which work is to be done, when considering requests for variations to these standard working practices and will refuse such requests only if Southfields Academy considers it has



good reasons, unrelated to any protected characteristic, for doing so. Southfields Academy will comply with its obligations in relation to statutory requests for contract variations. Southfields Academy will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

4. Southfields Academy will monitor ethnic, gender and age composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups, and will consider and take any appropriate action to address any problems that may be identified as a result of the monitoring process.

Awareness

1. All employees will have access to these guidelines via the website.
2. Southfields Academy is committed to making training opportunities accessible to all its employees and will undertake regular monitoring of those who are and who are not selected for training events.

Monitoring and Review

This policy is monitored through all aspects of the academy's line management and review systems. It is reviewed every four years by the Principal/Headteacher and by the appropriate committee of the Board of Trustees.



Appendix 1 – Definitions of Discrimination:

Direct discrimination – is where a person is treated less favourably than another because of a protected characteristic. An example of direct discrimination would be refusing to employ a woman because she is pregnant.

In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is a **genuine occupational requirement**. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim.

Indirect discrimination – is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic (although it does not explicitly include pregnancy and maternity, which is covered by indirect sex discrimination) such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment – is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. **It does not matter whether or not this effect was intended by the person responsible for the conduct.**

Associative discrimination – is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although it does not cover harassment because of marriage and civil partnership, and [according to guidance from the Government and Acas] pregnancy and maternity).

Perceptive discrimination – is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic (other than marriage and civil partnership and pregnancy and maternity).

Third-party harassment – occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership and pregnancy and maternity) by third parties such as clients or customers. For an employer to be liable:

- The harassment must have occurred on at least two previous occasions (although not necessarily by the same harasser or suffering the same type of harassment):
- It must be aware that the previous harassment has taken place; and
- It must have failed to take reasonable steps to prevent harassment from happening again.

Victimisation - occurs where an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because he/she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he/she is suspected of doing so. However, an employee is not protected from



victimisation if he/she acted maliciously or made or supported an untrue complaint. There is no longer a need for a complainant to compare his/her treatment with someone who has not made or supported a complaint under the Equality Act 2010. For example, if a blind employee raised a grievance that the employer is not complying with its duty to make reasonable adjustments, and is then systematically excluded from all meetings, such behaviour could amount to victimisation.

Failure to make reasonable adjustments – is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustment to enable the disabled person to overcome the disadvantage.