



Equality and Diversity Policy

Monitoring Responsibility	HoA
Next Review Date	Jan 19
Approval Body	LGB
Date Ratified	Jan 18
Chair of Committee Signature	

INTRODUCTION

Boston Pioneers Academy aims to ensure equality of opportunity for all its staff and pupils and it follows that no staff member or pupil will be discriminated against, or will be disadvantaged because of race, disability, religion or belief, sexual orientation or gender reassignment, age or gender.

Please read this policy in conjunction with:

Confidential Reporting

Equal Opportunity

Disability Equality

Race Equality

DEFINITION OF DISCRIMINATION

Direct Discrimination:

Is unlawful for all except in some circumstances of age and disability. Direct discrimination is when a person is treated less favourably than others in comparable circumstances. In the case of direct age discrimination, this is unlawful only if it cannot be objectively justified.

Indirect Discrimination:

In essence occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, so someone is placed at a disadvantage as a result. Indirect discrimination is unlawful unless it can be justified for reasons unrelated to the characteristic in question.

Victimisation:

Is unwanted conduct, which violates a person's dignity or creates an intimidation, hostile, degrading, humiliating or offensive environment for them is unlawful.

AIMS

BOSTON PIONEERS ACADEMY will actively promote equality in school amongst its pupils, staff and visitors.

- With regard to staff, BOSTON PIONEERS ACADEMY will ensure equality with:
 - Recruitment
 - Promotion
 - Pay
 - Dismissal

- With regard to pupils, BOSTON PIONEERS ACADEMY will ensure equality with:
 - Admissions
 - Curriculum
 - Options
 - Accessibility
 - Uniform
 - Discipline sports
 - Careers/work experience

BOSTON PIONEERS ACADEMY will:

- Respect the equal human rights of all stakeholders and in particular will comply with relevant legislation.

GOVERNORS are responsible for:

- Making sure the school complies with current legislation
- Ensuring equal opportunity and procedures are followed

THE CEO is responsible for

- Making sure the policy procedures are followed
- Ensuring that equality plans are readily available and that all stakeholders know about them
- Ensuring appropriate action in cases of harassment and discrimination
- Keeping up to date with current legislation

ALL STAFF are responsible for

- Dealing with racist, homophobic and other hate incidents
- Being able to recognise and tackle bias and stereotyping
- Promoting equal opportunities and good race relations
- Avoiding discrimination against anyone for reasons of ethnicity, disability or gender

All hate and /or racist incidents are to be reported to the Head of Academy