



# Equality and Diversity Policy

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## 1. Introduction

- South Brockwells Farm School's Equality and Diversity Policy includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within the Farm School's community.
- South Brockwells Farm School is fully committed to supporting and promoting Article 2 of the United Nations Convention on the Rights of the Child, which states that all children should have equal opportunities.
- South Brockwells Farm School is committed to its duties under the Equality Act 2010, specifically the principle of equal opportunities for all students, staff and members of our community (including parents/carers, visitors and partner agencies).
- South Brockwells Farm School is committed to the development of cohesive communities within local, national and global environments. South Brockwells Farm School embrace the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.
- The Equality and Diversity Policy is underpinned by :-
  - South Brockwells Farm School Equality Objectives
  - South Brockwells Farm School Accessibility Plan

## 2. Purpose

The purpose of this policy is to set out how practice and policies at South Brockwells Farm School have due regard to the need to :-

- eliminate discrimination, harassment and victimisation.
- advance equality of opportunity.
- foster good relations between groups.

## 3. Overall aims

The overall aims of this policy are :-

- to eliminate discrimination, harassment and victimisation.
- to promote equality of access and opportunity within its community.

- to promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.
- to ensure that equality and inclusive practice are embedded across all aspects of farm school life, the Equality and Diversity Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes (<http://www.unicef.org/crc/>)

#### 4. Code of practice

South Brockwells Farm School will publicise the following guidelines for staff and students to promote the Equality and Diversity Policy :-

- staff and students are expected to respect all persons as individuals and to honour their rights.
- staff and students should behave in such a way as will promote a safe and secure environment free from unfair discrimination or harassment.
- staff and students should not be prepared to tolerate unfair discrimination or harassment of others.

#### 5. Approach

- Students
  - South Brockwells Farm School is fully committed to supporting and promoting Article 2 of the United Nations Convention on the Rights of the Child, which states that all children should have equal opportunities, without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, gender identity, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth, sexuality or other status.
  - South Brockwells Farm School will take all appropriate measures to ensure that the children are protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.
  - In particular, South Brockwells Farm School will ensure equal treatment for students in :-
    - admission
    - attainment, progress and assessment
    - reporting
    - curriculum, teaching and learning
    - personal development
    - achievement
    - discipline
- Staff
  - South Brockwells Farm School is committed to the principle of equal opportunities for all staff.
  - No job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age, sexuality, disability, trade union activity, political or religious beliefs, nor be disadvantaged by any conditions or requirements of employment that cannot be justified.
  - In particular South Brockwells Farm School will ensure equal treatment for staff in the following -
    - Recruitment Selection
    - Training
    - Promotion
    - Appraisal

- Community
  - South Brockwells Farm School is committed to the principle of equal opportunities for all members of its community, including parents/carers.
  - No community member will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, age, sexuality, disability, trade union activity, political or religious beliefs.
  - In particular, South Brockwells Farm School will ensure equal treatment for community members in the following areas: -
    - involving parents and carers, and the local community in the Farm School.
    - in the selection of suppliers of goods and services.

## 6. Roles and responsibilities

- Directors
 

The Directors of South Brockwells Farm School are ultimately responsible for ensuring that South Brockwells Farm School meet the commitments in this policy.
- Director of Education
 

The Director of Education will :-

  - ensure that staff, parents/carers, students, visitors and contractors are aware of this policy and understand their responsibilities.
  - oversee the effective implementation of the policy.
  - ensure staff have access to training which helps to implement the policy.
- Students
 

Students will :-

  - act in accordance with the policy.
  - be encouraged to actively support the policy.
- Staff
 

Staff will :

  - be fully aware of the policy and how it relates to them.
  - understand that this is a whole Farm School issue and support the policy.
  - make known any queries or training requirements.
- Community members
 

Members of the community, including parents/carers will :-

  - have access to the Policy through a range of different media appropriate to their requirements.
  - be encouraged to actively support the Policy.
  - be informed of any incident related to this Policy which could directly affect their child.
  - be encouraged to attend any relevant meetings and activities related to the Policy.

## 7. Grievance

- Students
  - a student with a grievance relating to equal opportunities should normally first refer the matter to the Activity Leader. The grievance will be investigated and due regard will be given to the need to offer any appropriate guidance and support.
  - if the Activity Leader cannot resolve the grievance or if the matter is not suitable for reference to the Activity Leader, then it may be referred to the Director of Education. The Director of Education will be responsible for a final decision.
- Staff
  - Any employee who considers that he/she is suffering from unequal treatment may raise a complaint through the Directors of South Brockwells Farm School.
- Community members
  - Any employee who considers that he/she is suffering from unequal treatment may raise a complaint through the Complaints Policy.

## 8. Prejudice-based incidents

All prejudice-based incidents should be reported to the Director of Education. In addition, the staff member responsible for resolving the incident must complete an Incident Report Form and pass it to the Director of Education.

## 9. Policy status and review

<b>Written by:</b>	Director of Education
<b>Owner:</b>	Director of Education
<b>Status:</b>	V1 = 01/03/2022 Submitted to Partners, SBF Partnership V2 = 06/11/2023 Submitted to Board of Directors, SBF School
<b>Approval date:</b>	V1 = 14/03/2022 V2 = 28/11/2023
<b>Date reviewed</b>	V1 = 01/03/2023 No changes. V1 = 02/11/2023
<b>Next review date:</b>	V2 December 2024