

## EXPLORE    INSPIRE    RESET    DEVELOP

### Equality and Diversity Policy

#### 1. Introduction

- 1.1. South Brockwells Farm'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's community. South Brockwells Farm (SBF) 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.
- 1.2. South Brockwells Farm is committed to their 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). SBF is committed to the development of cohesive communities within local, national and global environments. SBF 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.
- 1.3. The Equality and Diversity Policy is underpinned by:
  - South Brockwells Farm Equality Objectives
  - South Brockwells Farm Accessibility Plan

#### 2. Purpose

- 2.1. The purpose of this policy is to set out how practice and policies at South Brockwells Farm have due regard to the need to:
  - eliminate discrimination, harassment and victimisation
  - advance equality of opportunity, and
  - foster good relations between groups.

#### 3. Overall aims

- 3.1. The overall aims of this policy are:
  - To eliminate discrimination, harassment and victimisation.
  - To promote equality of access and opportunity within each academy and 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.

3.2. To ensure that equality and inclusive practice are embedded across all aspects of farm 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<sup>(1)</sup>.

<sup>1</sup><http://www.unicef.org/crc/>

#### 4. Code of Practice

4.1. SBF 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

##### 5.1 Students

- SBF 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.
- SBF 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 SBF will ensure equal treatment for students in these areas:
  - o Admission
  - o Attainment, progress and assessment
  - o Reporting
  - o Curriculum, teaching and Learning
  - o Personal Development
  - o Achievement
  - o Discipline



## 5.2 Staff

- SBF 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 SBF will ensure equal treatment for Staff in the following areas:
  - o Recruitment Selection
  - o Training
  - o Promotion
  - o Appraisal

## 5.3 Community

- SBF 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, SBF will ensure equal treatment for community members in the following areas:
  - o Involving parents and carers and the local community in the Farm;
  - o Selection of suppliers of goods and services.

## 6. Roles and responsibilities

### 6.1 Partners

The Partners of South Brockwells Farm are ultimately responsible for ensuring that SBF meet the commitments in this policy.

### 6.2 Director of Education and Events

will:

- ensure that staff, parents/carers, students and 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;

### 6.3 Students

Students will

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

### 6.4 Staff

Staff will:

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



**6.5 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****7.1 Students**

A student with a grievance relating to equal opportunities should normally first refer the matter to the group leader. The grievance will be investigated and due regard will be given to the need to offer any appropriate guidance and support. If the group leader cannot resolve the grievance or if the matter is not suitable for reference to the group leader, then it may be referred to the Director of Education. The Director of Education and Events will be responsible for a final decision.

**7.2 Staff**

Any employee who considers that he or she is suffering from unequal treatment may raise a complaint through the Partners.

**7.3 Community members**

Any employee who considers that he or 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 and Events. In addition, the staff member responsible for resolving the incident must complete an Incident Report Form and pass it to the Director of Education and Events.

**9. Policy Status and Review**

<b>Written by:</b>	Director of Education and Events 4/2/22
<b>Owner:</b>	Director of Education and Events
<b>Status:</b>	V1 = Submitted to Partners 1/3/22
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