



EQUALITIES AND DIVERSITY / GENDER RE-ASSIGNMENT STATEMENT

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INTRODUCTION

Newlands Hey School supports the learning and achievement of young people whose behaviour has to be considered in the wider context of their complex Autistic Spectrum Conditions and associated communication and behavioural difficulties.

This often requires skill, patience and understanding from all Newlands Hey School staff when trying to promote the development of good behaviour and in any consideration of the use of discipline and sanctions and any consideration of physical interventions.

All individual decisions should be made solely in the best possible interests of the young person.

AIMS

Newlands Hey School operates on a foundation of respect and value to other people regardless of any ascribed attribute they may have. Newlands Hey School works within communities that are multi-racial, multi-cultural and multi-faith, multi able and have diverse characteristics. As such our school reflects and celebrates the diversity in our local community.

We value and celebrate the diversity that exists within both our school community of young people and that of our workforce.

As an organisation we want to ensure that everyone can fully participate in our professional, social, cultural, political and economic life.

Newlands Hey School opposes all forms of discrimination on the grounds of race, gender, sexual orientation, age, religion and disability. We recognise that discrimination creates barriers to achieving equality for all people and reduces outcomes for our young people.

We are committed to working with our workforce and young people, to develop and deliver high quality services that meet the needs of all communities.

This policy covers and protects all our young people, staff, volunteers and visitors whom should expect the same degree of respect and value regardless of any protected characteristic.

Newlands Hey School will have resources that celebrate Equal Marriage, Same Sex relationships and Transgender equality. We aim to be supportive of pupils or staff that are thinking about or in the process of undertaking Gender reassignment.

Where needed information for pupils will be sought from an external professional and Newlands Hey School will help signpost additional external help.

POLICY AND PROCEDURE GUIDELINES

1 PURPOSE

To ensure that all people that enter into Newlands Hey School are equally Protected by our Equalities and Diversity Policy in a proactive and meaningful manner.

2 SCOPE

All staff, pupils and visitors are protected by our policies against discrimination

3 LEGAL FRAMEWORK

- Equal Opportunities
- Commission for Race Equalities Code of Practice for Employment.
- Commission for Racial Equality (CRE)
- Disability Discrimination Act 2010
- Disability Rights Commission (DRC)
- Employment Equality (Age) Regulations 2006 (effective December 2006)
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Equal Opportunities Commission (EOC)
- Equal Pay Act 1970 - "Equal pay for equal work"
- Equal Pay Amendment Regulations 1983
- Equality Act 2006
- Gender Reassignment Regulations 1999
- Gender Recognition Act 2004
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000 Disability Discrimination Act 1995 - "Unlawful to discriminate on the grounds of disability"
- Race Relations (Amendment) Act 2003 Disability Discrimination Act 1995 - "Unlawful to discriminate on the grounds of disability"
- Race Relations Act 1976 - "Unlawful to discriminate on the grounds of race"
- Sex Discrimination Act 1975

The Disability Discrimination Act (1995) aims to reduce discrimination against disabled people. Since 1996 it has been illegal to discriminate against people in employment and since 1999 in providing goods and services. Employers and service providers must make reasonable adjustments to overcome barriers. From October 2004 organisations have had to have plans in place to make reasonable adjustments to physical features inside and outside their buildings.

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OUR COMMITMENTS

When we make plans and policies, we will:

- design our provision to meet the diverse needs of all young people's and staff's background
- we ensure that plans, policies and indirect actions do not negatively discriminate against any particular groups
- ensure that all policies take account of and make reference to diversity issues
- make sure all staff, visitors and young people are aware of our equality policy through widespread distribution and dissemination

SERVICE DELIVERY

When we deliver services we will:

- ensure that our provision is relevant to the communities in which we operate and take into account different needs
- provide information about our school that is clear, accurate and accessible to all
- treat all staff, visitors and young people positively, regardless of
- sexual orientation, race, gender, disability, religion or age
- respond sensitively to and investigate all complaints of bullying, harassment, discrimination or victimisation reported in school
- ensure that we deliver a curriculum, resources and training that proactively addresses diversity issues and celebrate difference in a positive way

EMPLOYER :

- recruit and retain a workforce that reflects the expertise and diversity of our communities
- welcome the special knowledge and skills that a diverse workforce contributes to our organisation
- provide equal access to training and development for all our staff
- listen to staff ideas and suggestions for improving our provision and ways of working
- provide specific training on diversity issues for our staff
- organise, promote and support events specifically targeted at celebrating diversity, for young people and staff

HOW WE WILL MAKE SURE THIS HAPPENS:

- Newlands Hey School leadership will be responsible for the overall management and direction of our equality commitments
- Human Resources will advise and support equality work throughout the organisation
- Managers will make sure equality and diversity issues are core to provision delivery and staff management

All employees will ensure that they are aware of this policy and take responsibility to promote equality and challenge discrimination

AGE EQUALITY STATEMENT

Ageism is discrimination against people based on stereotypes about their age

- a) These stereotypes are based on assumptions about an individual's ability and potential. For example, people over 50 may be considered to be economically unproductive, less able or willing to adapt to change, more difficult to train and a less worthwhile investment by less enlightened organisations
- b) Ageism can be directed at people of any age, but is often targeted at younger or older people

- c) Younger and older people can suffer harassment, from verbal abuse to violence
- d) Definitions of young and old also change over time according to social, political and economic factors. For example, someone may be considered too old for work by 35 if unemployment levels are high, or a young person may not be considered responsible enough to be offered a good job
- e) People acting on their negative stereotypes of age leads to discrimination and disadvantage

DISABILITY EQUALITY STATEMENT

- a) Disability is an equalities issue. Disabled people have always faced discrimination. This happens in all areas of their lives, particularly when they are trying to access education, training and jobs and receiving all kinds of services. There is government legislation to tackle this, which councils and other service providers have to put into practice. Nationally, disabled people constitute about 14% of the population and this percentage is growing as the population gets older.
- b) Most disabled people face more than one form of discrimination because, for example, they are also women, gay or lesbian, young or old or from the black and ethnic minorities.
- c) Disability equality is about making sure that we tackle the following problems:
 - Physical or environmental – examples include steps, stairs and unsuitable signs and facilities.
 - Organisational – the way our policies, procedures and practices could exclude disabled people.
 - Attitudinal – the way disabled people are viewed, for example, pitied or felt sorry for

GENDER RE-ASSIGNMENT STATEMENT

- a) The Sex Discrimination (Gender Reassignment) Regulations 1999 came into force in 2000. Gender reassignment is the process, carried out under medical supervision, to change a person's sex by altering their physical or other characteristics.

- b) The regulations, made under the European Communities Act, extend the Sex Discrimination Act 1974 to cover discrimination in employment and vocational training because of gender reassignment. They give a wider definition of gender reassignment that provides protection against discrimination by employers at all stages of the gender reassignment process, including where a person says they want to start gender reassignment.
- c) There is no definition of when a person's sex changes, nor is there any test for when the process can be regarded as complete. This may create problems in working out genuine occupational qualifications exemptions but the regulations do cover leave or absence in the same way as for sickness or injury.

L.G.B.T.Q. EQUALITY STATEMENT

- a) Employment and service delivery procedures and practices should not be based on the assumption that everyone is or should be heterosexual.
- b) Lesbians, gay men, bisexual and transgender people experience discrimination because of attitudes and practices. Lesbians, gay men and transgender people Who are open about their sexual identity and also people who are not open about their sexual identity but are assumed to be lesbian, gay, bisexual or transgender, often face discrimination when trying to gain access to education, training, job opportunities and mainstream services.
- c) Lesbians, gay, bisexual and transgender employees at all levels in the workforce
- d) should feel safe in being open about their sexual identity.
- e) All forms of homophobia seriously affect this group. The European Union Equal Treatment Directive came into force in December 2003 making discrimination at work because of someone's sexuality illegal. Employers must tackle all homophobic discrimination.
- f) Lesbians, gay, bisexual and transgender employees are also partners and carers and this needs to be recognised.

RACE DISCRIMINATION (BLACK AND ETHNIC MINORITIES)

- a) Black people and people from other ethnic minorities, including refugees, gypsies and travellers, have always faced discrimination in all areas of their life. This can have a powerful effect on their ability to find a job and use a variety of services and facilities.
- b) Discrimination because of someone's colour, religion, race, or national origin has often lead to racist attitudes and practices.
- c) These groups are particularly vulnerable to harassment and hate Crime.
- d) Under Section 71 of the Race Relations Act 1976, organisations must make sure that they consider the need to remove racial discrimination and to promote equal opportunity and good relations between people of different racial groups.
- e) The Race Relation Amendment Act 2000 now makes it a legal duty to promote race equality. This work will be monitored and enforced by the Commission for Racial Equality.
- f) We need to recognise the positive aspects of cultural diversity both within the organisation and within our communities.
- g) Black people in Britain have poorer life chances than white people.
- h) There is an unequal distribution of power, opportunities and resources, so we will need to take positive action to achieve equality.