

# Student Equality and Diversity Policy

Version 1

**This policy applies to all NCLT institutions.**

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## **1.0 Policy Statement**

- 1.1 New Collaborative Learning Trust (NCLT) is committed to providing an inclusive environment free from any form of discrimination, harassment or victimisation. NCLT strives to implement and deliver equality in all areas. Our fundamental belief in ensuring that all members of the NCLT community feel valued underpins everything that we do, both as an education provider and as an employer. The Trust will make every effort to ensure that anyone who comes into contact with the organisation is treated with courtesy, dignity and respect.
- 1.2 The Trust is fully committed to meeting all individual needs, encouraging everyone to achieve their full potential and to raising educational standards. We aim to create a positive, inclusive atmosphere in our school and colleges, based on respect for peoples' differences and the challenging of stereotypes. Our school and colleges are committed to making its workforce representative of the communities they serve and to making full use of the skills and knowledge of people from different groups.
- 1.3 This policy is intended to support the Trust to put its commitment to providing equality of opportunity and opposing unlawful discrimination into practice. Compliance with this policy should also ensure that no member of the Trust community commits unlawful acts of discrimination.
- 1.4 The Trust believes that discrimination on any grounds, whether covered by law or not, is unacceptable and will be addressed under the appropriate policies and procedures. As a Trust we will ensure we undertake the following:
- Develop and maintain a culture where everyone is treated with respect, is valued and diversity is celebrated.
  - Actively advance and promote equality of opportunity.
  - Promote good relations amongst people within the Trust communities.
  - Eliminate all forms of direct or indirect discrimination, bullying, harassment, victimisation.
  - Deliver equality and diversity through our policies, procedures, practices and within our tutorials and PSHE programme.
  - Take positive action and making reasonable adjustments, within available resources, and as required to remove barriers to access and achievement.
  - Take all breaches of the Equality and Diversity Policy seriously and pursuing through the formal interventions systems.
  - Fulfil our legal obligations under the Equality Act 2010.

## **2.0 The Legal Framework**

- 2.1 The Equality Act 2010 makes it unlawful to discriminate against anyone who holds one of the nine protected characteristics – as outlined below.

- 1) Gender
- 2) Race
- 3) Disability
- 4) Marriage and civil partnership
- 5) Sexual orientation
- 6) Religion or belief

- 7) Pregnancy and maternity
- 8) Gender reassignment
- 9) Age

2.2 The legislation provides protection from discrimination at the same level across all protected characteristics and fundamentally protects the rights of people to be treated fairly, with dignity and with respect.

2.3 As part of the Equality Act, additional statutory obligations are placed on public sector organisations through the Public Sector Equality Duty (PSED) to:

Through the *General Duties*:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and people who don't.
- Foster good relations between people who share a protected characteristic and people who don't.

Through the *Specific Duties*:

- Publish our approach to equal opportunities, through this policy.
- Set equality objectives.
- Publish how we are meeting our obligations under the PSED. Further information is available on our website.

### **3.0 Types of Discrimination**

Discrimination can come in many forms. The Equality Act 2010 describes groupings as follows:

#### **3.1 Direct Discrimination**

This occurs when a person treats another less favourably than they would treat others because of a protected characteristic that they have or are thought to have. For example, deciding whether to make a job offer to someone because of a protected characteristic.

#### **3.2 Direct Discrimination by Association**

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, an individual being treated less favourably because they campaigned to help someone with a particular protected characteristic or refused to act in a way that would disadvantage a person who has, or is believed to have, the characteristic.

#### **3.3 Direct Discrimination by Perception**

This is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, discrimination against someone because they are wrongly perceived to have a certain protected characteristic, for example where someone believes an individual is gay, or is of a particular race, and treats them less favourably as a result. It applies if the person does not actually possess that characteristic.

### 3.4 Indirect Discrimination

This occurs when an organisation's practices, policies or procedures have the effect of disadvantaging people who share a particular protected characteristic. For example, where an employer requires a role to be full-time. This could potentially disadvantage women overall, as they are more likely to want, or need, part-time hours to facilitate child caring arrangements. To be justified the provision or practice must be necessary for legitimate business reasons and where less discriminatory alternatives are not reasonably available.

### 3.5 Victimisation

Victimisation is treating a person unfavourably because they made or supported a complaint relating to a protected characteristic (known as a protected act), or someone believes you did. For example, bringing a complaint of discrimination or giving evidence on behalf of someone else who has complained of discrimination. Victimisation may present itself in many ways. It may be that individuals are refused requests for time off, denied promotion or training, ignored by their teacher or manager, criticised continually for their work.

### 3.6 Harassment

Harassment is unwanted conduct relating to a protected characteristic that has the purpose of creating an intimidating or hostile environment. An individual can complain of harassment even if they don't personally possess the protected characteristic or the harassment is not directed at them.

## 4.0 Equality and Diversity Group

4.1 The purpose of the Equality and Diversity Group is to ensure involvement and consultation regarding equality and diversity across the Trust. The group including staff, volunteers and senior leaders review policies, procedures and practices and share ideas for ways in which the Trust may make improvements. The Equality and Diversity Group will meet once per term at each school/college and its role will include:

- Monitoring the Equality and Diversity Policy.
- Proactively driving good practice in equality and diversity matters.
- Performing data analysis and recommending appropriate action.
- Equality impact assessing policies and procedures.
- Providing advice and guidance on equality and diversity matters.
- Discussing ideas for and celebrating equality and diversity, both inside and outside of the curriculum, including school/college events.

4.2 Within the Equality and Diversity Group there is student representation which allows ideas and suggestions to be brought forward by the student body and for changes to be made where we feel this is necessary.

### 4.3 Equality and Events Calendar

Each year the Trust compiles an equality and events calendar which allows students and staff to celebrate key events such as World Mental Health Day, Black History

Month, National Coming Out Day, Pride Month. These events are jointly hosted by staff and student bodies. These events serve as key reminders and raise awareness of important events.

### Policy Status

<b>Policy Lead (Title)</b>	Trust Director for Safeguarding	<b>Review Period</b>	Annually
<b>Reviewed By</b>	Trust Executive Team	<b>Equality Impact Assessment Completed (Y/N)</b>	N

### POLICY AMENDMENTS

<b>Version</b>	<b>Approval Date</b>	<b>Page No./Paragraph No.</b>	<b>Amendment</b>	<b>Audience</b>	<b>Plan for Communicating Amendments</b>
Version 1	27/01/2022		New policy created from existing E&D policy to generate separate staff and student policies	NCLT Staff, Students and Parents	On Moodle and the NCLT website