



OWEN

Open Water Education Network

EQUAL OPPORTUNITIES POLICY

Purpose

The purpose of this policy is to set out in detail how the OWEN Open Water Education Network intends to comply with the Equality Act 2010 along with outlining OWEN Open Water Education Network's approach to inclusion. Our staff are committed to ensuring equality of education and opportunity for all children, young people, adults, staff, parents and carers receiving services from the programme, irrespective of age, disability, gender, gender identity, marriage, pregnancy and maternity, race, religion or belief and sexual orientation.

We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice. We aim to develop a culture of inclusion and diversity, in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of participants will be monitored by ethnicity, gender, age and disability and we will use this data to support them, raise standards and ensure an inclusive programme and learning environment.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and participate.

We aim to provide all our participants with the opportunity to succeed and to reach the highest level of personal achievement.

To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps, including providing targeted support where appropriate;
- Take account of the achievement of all students when planning for future learning and setting challenging targets.
- Ensure equality of access for all students and prepare them for life in a diverse society.
- Use materials that reflect the diversity of the participants and local community without stereotyping and expose them to a range of thoughts and ideas.
- Promote attitudes and values that will challenge racist, sexist, homophobic, biphobic, transphobic and other discriminatory behaviour or prejudice.

- Provide opportunities for all pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Seek to involve all parents in supporting their child's learning.
- Encourage group discussions of equality issues which reflect on stereotypes to encourage social cohesion, expectations and the impact on learning
- Include teaching, physical skills and classroom- based approaches appropriate for the whole group, which are inclusive and reflective of our participants.
- Seek to involve the community in raising awareness of cultural issues

Admissions and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on the protected characteristics or socio-economic factors.

Exclusions will always be based on our Behaviour Policy.

EQUAL OPPORTUNITIES FOR STAFF

This section deals with aspects of equal opportunities relating to our staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However, we are committed to ensuring wherever possible that the staffing of the school reflects the diversity of our community. Employer Duties As an employer we need to ensure that we eliminate discrimination, victimisation and harassment in our employment practice and advance equality across all groups within our workforce. Equality aspects such as age, gender, race, disability, sexual orientation, gender identity, marriage, pregnancy and maternity, religion and belief are considered when appointing staff to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff.
- Continued professional development opportunities for all staff, which are monitored as part of the performance management process.
- Senior Leadership Team support to ensure equality of opportunity for all.

EQUALITY AND THE LAW

OWEN Open Water Education Network will ensure it does not unlawfully discriminate against its students, prospective students, staff job applicants or parents/carers in the performance of its duties, policies and practices.

Discrimination means treating someone less (or more) favourably than a "comparator". Harassment (which is one form of discrimination) means violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Victimisation means discrimination because of a previous complaint. We recognise that discrimination can occur in the following ways and will actively work to alleviate it:

- Direct discrimination

- Indirect discrimination
- Discrimination arising from disability including failure to make reasonable adjustments and provide auxiliary aids and services
- Harassment
- Victimisation

We are committed to reviewing our policy and good practice annually.

This policy was created on:(date)

This policy review date is:(date)

Print name:

Signed: Date:

[this should be signed by the most senior person with responsibility for safeguarding in your organisation, for example the safeguarding lead on your board of trustees].