



EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Rationale

The overall objective of The Den's Equal Opportunities and Diversity Policy is to provide a framework to ensure equality by eliminating unlawful or undesirable discrimination and harassment, and to promote good relations and positive attitudes.

We seek to ensure that no member of our provision or any other person, through their contact with us, receives less favourable treatment on any grounds which cannot be shown to be justified. This covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The principles of this policy apply to pupils, staff, parents, visitors and members of the local community.

Aims and Values

We regard each member of our provision as a valuable individual. We support each individual to do his or her best academically and personally. Fairness, trust and mutual respect are essential in creating an encouraging, positive community. All members of our provision have the right to be safe, cared for and supported.

Learning is a partnership between pupils, parents and education and can only take place in a calm, ordered environment. All members of The Den have joint responsibility for the success of our provision and our pupils. Working together, we aim to develop a culture of excellence.

Definitions

Under the law, there are different categories of discrimination, with differences in the legal framework surrounding them.

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

(For example, rejecting an applicant on the grounds of their race because they would not “fit in” would be direct discrimination.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage. For example, a requirement to work full time puts women at a particular disadvantage because they generally have greater childcare commitments than men. Such a requirement will need to be objectively justified.

Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

Dealing with Instances of Discrimination

The Den has a commitment to fully investigate any reported perceived discrimination with a view to resolving the issue. To achieve this, we aim to:

- Create a culture in which pupils, staff, parents/carers and visitors are empowered to report concerns.
- Teach pupils about respect for others, regardless of perceived differences, at appropriate opportunities.
- Ensure a thorough investigation of concerns is carried out in a timely fashion.
- Support any victims of discrimination with the help of external agencies if appropriate.
- Put in appropriate sanctions for any person identified as behaving in a discriminatory way.
- Inform parents/carers of any action taken.
- Accurately record all instances of perceived discrimination in behaviour logs.

Roles and responsibilities

The Directors will ensure that we comply with all relevant equality legislation. They will ensure that the policy is upheld and that staff are aware of their responsibilities under the policy.

Next Review Date: June 2026