











To ensure that any issue that may be perceived as a potential reputational risk to the trading name of the Kisimul group is referred to the executive leadership team (ELT)

Headteachers are responsible for;

Ensuring all relevant colleagues are aware of this policy, receive appropriate professional development and local procedures are followed, to ensure compliance with equality legislation.

Implementing this policy and promoting a culture of equal opportunities where everyone is treated with respect.

Taking appropriate action in cases of harassment or discrimination.

Ensuring that all appointments panels give due regard to this policy so that no-one experiences discrimination.

Promoting the principles of equal opportunity when developing the curriculum and in providing op

Selecting classroom materials, and providing resources which give positive images and which challenge stereotypical images of minority groups.

Promoting and modelling a culture of respect for all, challenging and dealing appropriately with any incidents of prejudice, discrimination or bias and drawing them to the attention of the headteacher.

When designing schemes of work, teachers will pay cognisance to the equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues. For example, history topics should include examples of the significant contribution made by women; in geography, attempts should be made to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

## 6. Valuing Diversity

Kisimul values diversity and is committed to encouraging involvement at all levels from underrepresented groups. Kisimul recognises that schools benefit from colleagues that contain a mix of people from all walks of life and backgrounds, who can bring different viewpoints, experience and skills. We will assist our learners to achieve their very best potential; where learners experience barriers to their success we will work with them to address these in a sensitive and sympathetic way.

We will teach our learners the importance of equality, what forms discrimination can take, and the impact discrimination can have. We will also encourage our learners to make their own commitment to promoting equality.

Our admissions criteria are defined under the admissions policy and are applied consistently to every learner, irrespective of any protected characteristic. We will not discriminate on the grounds of protected characteristics, however school / college may;

- Arrange students in classes based on age.

- Take positive action to deal with particular disadvantages affecting students of one racial group if this is a proportionate means of dealing with the issue.

## 7. Education and support

Education is crucial to tackling inequalities, including gender stereo-typing, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum.

## 8. Incidents of discriminatory treatment

All incidents of discriminatory treatment, bullying and harassment must be reported to the head teacher and recorded as soon as is reasonably possible (normally within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our anti bullying policy.

## 9. Hate crime

The term 'hate crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property. The perpetrator can also be a friend, carer or acquaintance who exploits their relationship with the victim for financial gain or some other criminal purpose.

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## Appendix 1. Further information about equality and diversity

### Types of unlawful discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect Discrimination occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Discrimination arising from disability occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment.

Discrimination arising from disability is different from direct and indirect discrimination.

Harassment occurs when a person is subject to "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

Third-party harassment occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of Kisimul and the harassment relates to a protected characteristic.

Victimisation occurs when an individual is subject to a detriment because they have made an allegation of, nat