

EQUALITY AND DIVERSITY POLICY

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EQUALITY AND DIVERSITY POLICY STATEMENT

Our Commitment

Iqra Academy Girls School is committed to:

- promoting equality and diversity
- promoting social cohesion and building community links
- respecting the dignity of all people who visit, study and work at the college
- providing conditions which encourage all learners to participate, progress and achieve in their learning
- actively challenging unacceptable actions and behaviours such as harassment or bullying

Commitments to equality will be applied regardless of:

- age
- disability
- ethnic origin
- gender
- gender re-assignment
- marriage / civil partnership
- pregnancy and maternity
- religion or belief
- sexual orientation

Policy Statement

Iqra Academy Girls School believes that equality is one of its key values and must be embedded in everything the college does.

The commitment to equality and diversity is endorsed and led by the Board of Management and the School Leadership Team.

All school staff and students have responsibilities in relation to equality and diversity and are encouraged to build awareness of equality and actively challenge all instances of inequality thus helping remove barriers to access, achievement and progression.

This Equality and Diversity Policy statement covers all members of the school community including students, staff, visitors, contractors and suppliers.

Legislation

Other legislation which also impacts on equality and diversity is important in ensuring that the School is aware and understands the need for legal compliance and evidence of good practice.

This school policy statement affirms its commitment to the Equality Act 2010 which has strengthened and harmonised the current and previous equality legislation.

The Rehabilitation of Offenders Act 1974

Equal Pay Acts 1970 and 1983

Human Rights Act 1998

Special Educational Needs & Disability Discrimination Act 2001

Responsibilities and Obligations

Everyone has a responsibility to give full and active support for the equality and diversity policy by ensuring:

- the policy is known, understood and implemented
- their behaviour always considers the sensibilities of others
- everyone is treated with respect and dignity
- behaviour not in accord with the equality and diversity policy is challenged

Within this general responsibility there are some specific responsibilities:

- the Board of Management; the Principal and all other School managers for the effective implementation and championing of equality and diversity policy and actions
- the Equality and Diversity Steering Group for the co-ordination across the school of policy development; implementation; monitoring and review of progress

Key actions identified in the Equality Improvement Framework include:

- the Equality & Diversity Project Manager for provision of reports and relevant documents; ensuring the School awareness of statutory equality duties; links with regional and national equality bodies; achievement of equality actions and delivery of agreed training

Actions to implement and develop policy

Single Equality Scheme and Equality Improvement Framework

Actions to implement and develop policy are being incorporated into a Single Equality Scheme and Equality Improvement Framework for the school. This sets out how the school will:

- put learners at the heart of everything we do
- demonstrate our commitment to promoting equality and diversity
- involve staff and students in celebrating equality and diversity and in identifying areas for improvement
- evidence how we are fulfilling our statutory duties
- impact assess our key decisions, policy, practice and procedures

The Equality Improvement Framework builds upon the work of the previous Equality & Diversity action plan and widens responsibilities to incorporate actions to address the new duties specified in the Equality Act 2010: age; sexual orientation; gender reassignment.

Defining the work of the school equality Steering and Task Groups in supporting strategic outcomes.

Consultation and involvement

The school is committed to obtaining and listening to the experiences of different groups within the school community. Indeed, this is an essential part of the impact assessment process which aims to remove any inadvertent discrimination.

Breaches of Policy and Complaints

- Acts of discrimination, harassment, abuse or victimisation will be treated as a serious disciplinary offence.
- Staff and learners who feel they are being discriminated against should seek resolution through the complaints procedure if unable to resolve through informal means.
- Disciplinary action could include dismissal in the case of staff and expulsion in the case of learners.
- Staff or learners who feel that they have experienced discrimination from members of the public will receive support from the school and the school will take appropriate action where discrimination has been found.
- Prospective learners who consider that they have been unfairly treated with respect to their application or prospective staff who are dissatisfied with any aspect of the recruitment and selection procedure should write giving details to the Principal or PMET chair. All complaints will be investigated and the complainant informed of any action taken.

(Policy updated in December 2024)