



Unity College Equality Policy 2011-2012 (Student)

Unity College

Unity College will not discriminate against a student in the provision of education or access to any benefit, facility or service. The Governing Body at Unity College is responsible for ensuring there is no discrimination in relation to education or access to any benefit, facility or service.

Unity College will not discriminate against, or victimise a pupil:

- In the way Unity College provides education for the student
- In the way the student is afforded access to a benefit, facility or service
- By not providing education for the student
- By not affording the pupil access to a benefit, facility or service
- By subjecting the pupil to any other detriment.

Regular reviews of practices, policies and procedures will help to ensure that there is no discrimination against students with a protected characteristic.

Effective staff training will be implemented ensuring that all staff are fully aware of the requirements of the Act and the implications of this for education provision and delivery.

Curriculum delivery

The way in which the curriculum is delivered is covered by the Act so Unity College will ensure issues are taught in a way that does not subject students to discrimination. In addition, what is taught in the curriculum is crucial to tackling key inequalities for students including gender stereotyping, preventing bullying and raising attainment for certain groups.

Identity-based bullying

Unity College has legal duties to students in relation to bullying and will ensure that all bullying is treated on the grounds of a protected characteristic with the same emphasis as any other form of bullying.

School uniform

Unity College will ensure that school uniform policies do not discriminate against student with a protected characteristic and they will not have the effect of unlawfully discriminating against students with a protected characteristic and to comply with equality duties. Exceptions will be made to standard policies for certain students while ensuring that setting different rules for different categories of that are not discriminatory.

Work experience/placements

Students will be given the same opportunities for work experience and placements and assumptions will not be made about what would suit students with particular protected characteristics.

Behaviour and discipline

Unity College will regularly review behaviour and discipline policies to ensure that they do not inadvertently discriminate.

Assessments and exams

Reasonable adjustments will be made during assessment for disabled students such as extra time or rest breaks, or to the assessment method such as allowing a disabled student to submit their work in an accessible format.

Religion

The Equality Act does not require Unity College to provide opportunities for separate worship for the different religions and beliefs represented among your students. Unity College support ceremonies and festivals celebrating any faith, such as Christmas, Diwali, Chanukah or Eid, without being subject to claims of religious discrimination against children of other religions or of none.

In England and Wales parents can remove their children from collective worship and sixth form students can choose to withdraw themselves.

Who is Responsible?

It is the Governing body of Unity College that is liable for any breaches of the Equality Act. (England and Wales)

The Governing Body is liable for the actions of its employees and agents of the school unless it can show that it took 'all reasonable steps' to prevent the discrimination, harassment or victimisation from taking place. This responsibility does not extend to cover the actions of students beyond the responsibility a school already has for the actions of its students. In some circumstances an employee or agent of the school may be personally liable for acts of discrimination, harassment or victimisation.

As an employer Unity College are legally responsible for acts of discrimination, harassment and victimisation carried out by employees in the course of employment or by people who take action for the college (agents). It does not matter whether the college knew about or approved of those acts, however, if Unity College can show

that they took all reasonable steps to prevent employees or agents from acting unlawfully, the college will not be held legally responsible.

It is important that Unity College take steps to make sure that all employees and agents understand that they must not discriminate against students, or harass them or victimise them.

An employee of Unity College is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. However, an employee is not personally liable in relation to disability discrimination at Unity College. An employee of Unity College or agent will not be responsible if the Head Teacher has told them that there is nothing wrong with what they are doing and he or she reasonably believes this to be true. It is a criminal offence, punishable by a fine of up to £5,000, for an employer or Head Teacher to make a false statement in order to try to get an employee or agent to carry out an unlawful act.

Employment Tribunal

Employment Tribunals will deal with complaints from an employee or agent who has received the instructions and the victim can make a claim in the same way as they would for any other claim under the act. So if Unity College instruct a member of staff to discriminate against a student on grounds of their sex then the member of staff can make a claim to an Employment Tribunal and the student can make a claim to a county court.

Resolving disputes

It is usually in everyone's best interests to attempt to resolve disputes without the need for legal action. Unity College have a complaints procedure which should be able to deal with complaints of discrimination, harassment and victimisation. Unity College is required under s 29(1) of the Education Act 2002 to have a complaints procedure to deal with all complaints relating to the school.

General statement

The Equality policy will be reviewed and updated by the Governing Body, Health and Safety Adviser, Strategic Business manager and Head Teacher on an annual basis. The policy will then be given to all staff through normal management meeting mechanisms and managers/supervisors will ensure that it is known and understood by all staff. The policy will also be made available to potential applicants for vacant positions in the school.

GFL 2011