

**NORTHUMBERLAND**

COUNTY

COUNCIL



## **The Grove School**

# **ASDAN Equal Opportunities and Diversity Policy**

**Date Reviewed: January 2024**

**Next Review Date: January 2025**

# Our Equal Opportunities and Diversity Policy

## **Introduction**

This policy describes the way in which The Grove School will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and students, as well as any volunteers working in the school.

## **Access**

Employees, students and volunteers are made aware of the existence of this policy and where it can be accessed. It can be found in the policy file, situated in the front office.

This policy is reviewed annually.

## **Policy Statement**

The Grove School will adhere to the requirements of the Equality Act 2010 by not discriminating against students, staff, volunteers or anyone involved in any external agencies the organisation may be working with on the grounds of:

- sex, race, disability, religion or belief or sexual orientation.

In addition, there will be no discrimination against:

- pregnant females or new mothers
- staff, students or volunteers undergoing gender re-assignment
- students due to the behaviour of their parents and/or siblings

When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

The Grove School may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as Afro-Caribbean boys or Roma children. (Previously, this could have been considered discriminatory.)

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to The Grove School
- All students at The Grove School

In addition, The Grove School will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people
- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

## **Complaint Procedure**

### **Stage 1**

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of a member of the Senior Management Team. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

### **Stage 2**

If the person continues behaving in an unacceptable manner, the matter will be referred to Mrs Penny Derries, Head Teacher who will decide the best course of action.

This may result in:

- a warning being issued
- a disciplinary
- a referral to a higher level of authority

### **Stage 3**

The offending person has the right to appeal. He/she can write to Chair of Governors. The decision will be final.

Penney Derries

Headteacher

George Murray

Chair of Governors

Next date for review:- January 2025