

Equalities Policy

School's Out is committed to eliminating discrimination of all kinds and encouraging diversity amongst our workforce. We will strive to make our service accessible to all parents who wish to use it and we will ensure that no child, individual* or family will be unlawfully discriminated against on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, religion or belief, sex or sexual orientation.

We are committed to creating an environment in which individual differences and everyone's contributions are recognised and valued and we believe in promoting dignity and respect to all.

*Includes staff members, volunteers and members of the Management Committee.

Admissions and Membership

School's Out aims to be open and accessible to every family in the community. We operate a priority system and this is outlined in the admissions policy and procedure.

Recruitment and Employment

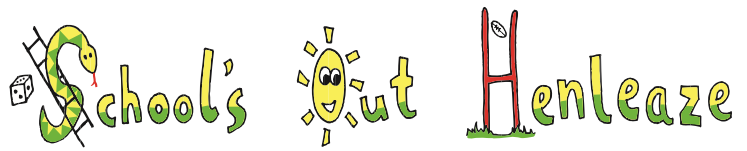
We will recruit and employ people on the basis of their skills, experience and knowledge and will ensure all recruitment materials are unbiased and inclusive. We aim to ensure that no applicant or employee is subject to discrimination of any kind (see Appendix 3) on the grounds of having, or being perceived as having, or being associated with someone who has, a protected characteristic, as defined by the Equality Act 2010 (see Appendix 2). We will advertise for staff and management using a mix of methods and in a wide variety of places to attract a diverse range of applicants. We will always follow the procedures outlined in our Safer Recruitment Policy. Training, development and progression opportunities will also be available to all staff, in a way that they can access them.

Registered Person

We aim to ensure the Management Committee reflects the makeup of the community that it serves. We will take reasonable positive action to enable this, including addressing any communication needs and varying the time and place of meetings, to ensure that all families will have the opportunity to contribute and be involved in the running of the setting. It is a condition of membership of the committee and employees (both paid and voluntary) to follow the principles outlined in this policy.

Information

We will aim to make information on our setting as accessible as possible to all users, potential users and interested parties, seeking appropriate additional support to do so where necessary. Where appropriate and possible, we will provide translations into relevant



languages, large print or Braille and will use jargon free, clear and understandable language. We will also use a translator where appropriate and possible.

Inclusive Practice

We aim to provide an environment, play opportunities and activities that are inclusive and accessible for all children and for all children to feel welcomed, valued and given an equal chance to succeed and reach their potential. We will do this by:

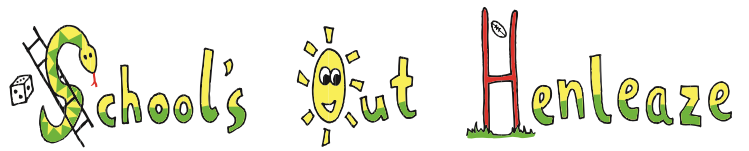
- Recognising children's individual needs through observation, reflective practice and working in partnership with parents and other professionals.
- Providing positive resources, displays, images and activities that reflect different cultures, races, abilities, sexual orientation, gender, families etc.
- Providing appropriate support and making reasonable adjustments to meet each child's needs.
- Challenging inappropriate attitudes and practices.
- Identifying a member of staff who will take on the role of Special Educational Needs Co-ordinator (SENCO) or Lead on Inclusion, who will lead on and take responsibility for inclusive practice. (This is Jenny Tighe.)
- Following the setting's Inclusion Policy.

Bullying and Harassment

Staff should raise any issues around bullying or harassment with the manager. This can be done informally, or formally via the Grievance Procedure. Staff can raise issues even if the bullying or harassment isn't aimed at them. We will deal with incidents sensitively, with a view to supporting both parties involved in the incident, that is the person who has been bullied or harassed and the perpetrator. We will work with the perpetrator with the aim of helping them to overcome their prejudice and understand the effect of their behaviour.

Cases of bullying or harassment will invoke disciplinary measures for the perpetrator. For staff and management this will be in line with our Disciplinary and Grievance Procedures. In the case of parents exhibiting discriminatory behaviour, we will remind them of their need to comply with our Zero Tolerance for Harassment Policy. If further incidents occur, this will result in them being asked to leave the premises and prevented from returning until written assurance has been received to say that they will comply with it.

Parents with concerns over staff behaviour should follow our general complaints policy.



Where the perpetrator is a child, we will follow our Behaviour Management and Anti-Bullying Policy and Procedures.

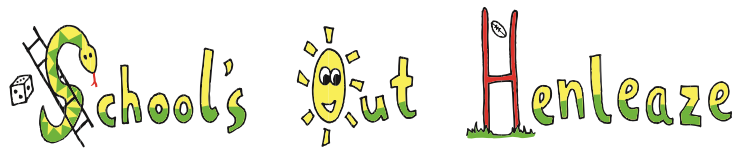
All incidents of harassment or abuse will be recorded as an incident on the appropriate form and if necessary, Ofsted will be informed.

Staff Awareness and Training

All staff will be made aware of this policy through the induction procedure. Staff and management will be offered training in all relevant aspects of equalities.

Monitoring

Through reflective practice and self-evaluation, we will implement monitoring systems to highlight shortcomings and review our procedures and practice accordingly on a regular basis. This policy itself will be reviewed annually.



Appendix 1

Equality Act 2010

The Act brings together for the first time all the legal requirements on equality that the private, public and voluntary sectors need to follow. It affects equality law at work and in delivering all sorts of services. It replaces all the existing equality law including:

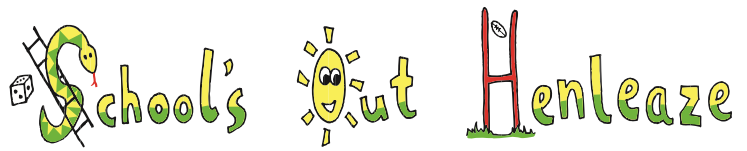
- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995

Appendix 2

The Protected Characteristics

The Act protects individuals and groups from discrimination based on their “protected characteristics”. There are nine protected characteristics, which are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation



You're also protected from discrimination if:

- You're associated with someone who has a protected characteristic, for example a family member or friend.
- You've complained about discrimination or supported someone else's claim.

You're protected from discrimination:

- At work.
- In education.
- As a consumer.
- When using public services.
- When buying or renting property.
- As a member or guest of a private club or association.

Age

The Act protects people of all ages but does allow different treatment because of age in limited circumstances.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/age-discrimination>

Disability

The Act sets out when someone is considered to be disabled. The law says someone is disabled if both of these apply:

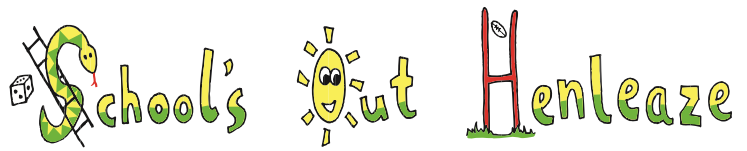
- They have a 'physical or mental impairment'.
- The impairment 'has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities'.

A small number of conditions and impairments are automatically classed as a disability. There are special rules about recurring or fluctuating conditions, eg arthritis.

https://assets.publishing.service.gov.uk/media/5a80dcc8ed915d74e6230df4/Equality_Act_2010-disability_definition.pdf

Employment

When someone meets the definition of a disabled person under the The Act, employers are required to make reasonable adjustments to any elements of the job which place a disabled person at a substantial disadvantage compared to non-disabled people. Employers are only required to make adjustments that are reasonable. Factors such as the cost and



practicability of making an adjustment and the resources available to the employer may be relevant in deciding what is reasonable.

The Act includes a protection from discrimination arising from disability too. This states that it is discriminatory to treat a disabled person unfavourably because of something connected with their disability, for example, a tendency to make spelling mistakes arising from dyslexia. This type of discrimination is unlawful where the employer knows, or could reasonably be expected to know, that the person has a disability. This type of discrimination is only justifiable if an employer can show that it is a proportionate means of achieving a legitimate aim. The Act also includes a provision which makes it unlawful, except in certain circumstances, for employers to ask about a candidate's health before offering them work.

https://assets.publishing.service.gov.uk/media/5a7b346d40f0b66a2fc05dc5/Equality_Act_2010_-_Duty_on_employers_to_make_reasonable_adjustments_for....pdf

Gender Reassignment

In The Act, gender reassignment means proposing to undergo, undergoing or having undergone a process to reassign your sex.

To be protected from gender reassignment discrimination, a person does not need to have undergone any specific treatment or surgery to change from their birth sex to their preferred gender. This is because changing physiological or other gender attributes is a personal process rather than a medical one. A person can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it. It is discrimination to treat transgender people less favourably for being absent from work because they propose to undergo, are undergoing or have undergone gender reassignment than they would be treated if they were absent because they were ill or injured.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/gender-reassignment-discrimination>

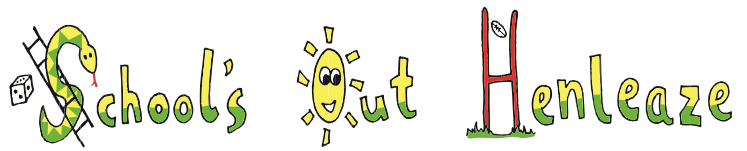
Marriage and Civil Partnership

The Act protects employees who are married or in a civil partnership against discrimination. Single people are not protected.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/marriage-and-civil-partnership>

Pregnancy and Maternity

A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and whilst on maternity leave. You must not take into



account an employee's period of absence due to pregnancy-related illness when making a decision about her employment.

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<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/pregnancy-and-maternity>

Race

For the purposes of the Act 'race' includes colour, nationality and ethnic or national origins.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/race-discrimination>

Religion or Belief

This characteristic mainly divides into 2 areas: religion and religious belief and philosophical belief. In The Act, religion or belief can mean any religion, for example an organised religion like Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system.

The Act says a philosophical belief must be genuinely held and more than an opinion. It must be cogent, serious and apply to an important aspect of human life or behaviour.

Discrimination because of religion or belief can occur even where both the discriminator and recipient are of the same religion or belief.

The Act also covers non-belief or a lack of religion or belief.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/religion-or-belief-discrimination>

Sex

Both men and women are protected under the Act.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/sex-discrimination>

Sexual orientation

The Act protects bisexual, gay, heterosexual and lesbian people.

<https://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/sexual-orientation-discrimination>