



# **EQUALITY AND DIVERSITY POLICY FOR STAFF**

Responsible:	Director
Date Reviewed:	January 2025
Review Period:	Annually
Approval Authority:	Governors
External Release:	Yes

## **Statement of Intent:**

Kingfisher Education is committed to upholding the values of equality and diversity for all stakeholders, including students, staff (both permanent and contracted), parents, caregivers, guardians, and other participants. We strive to treat everyone with respect while considering their privacy and

well-being, regardless of age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. Our policy enforces a zero-tolerance approach towards any discriminatory language or actions that create a hostile environment. We firmly oppose any behaviour that constitutes harassment or exclusion of any individual.

### **Purpose:**

Kingfisher Education Summer Schools strives to create an environment that values the positive contributions of every individual, enabling them to achieve their full potential while enjoying their experience. This policy acts as a practical tool, demonstrating our dedication to these objectives and ensuring compliance with the Equality Act 2010, British Council regulations, and English UK industry standards.

### **Protected Characteristics:**

Under the Equality Act 2010, the following protected characteristics are recognised:

- Age (for staff only)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### **Aims:**

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations among all members of the Summer School

### **Objectives:**

- Create a positive atmosphere fostering respect for diversity

- Regard all pupils as being of equal value
- Identify and meet the needs of all pupils
- Prepare pupils to be responsible citizens, treating others as they wish to be treated
- Raise awareness of the needs of others

### **Actions:**

Decision-makers should consider these objectives into account when developing policies and making choices that affect individuals with protected characteristics. It is essential to seek opportunities to promote equality, confront prejudice, guarantee equal access, and raise awareness of the mutual responsibility for compliance to the law and ensuring basic human rights.

At Kingfisher Education Summer Schools, these opportunities may include:

- School policies
- Breaks and lunchtimes
- Provision of school meals (included for all)
- Interaction with peers
- Opportunities for assessment and accreditation
- Exam arrangements (Linguaskill)
- Behaviour management approach and sanctions
- Exclusion procedures
- Activities and trips
- Learning and teaching, including teaching materials
- Classroom organisation
- Timetabling
- Grouping of pupils
- Dress codes
- Provision of facilities
- Access to school facilities
- Enrichment activities (including “Team Orange Way / True Me”)
- Sport, Music, Dance opportunities
- Use of rewards
- Pupil voice
- Staff training
- Religious observance and promotion
- Transport

### **Compliance with the Policy:**

1. Promoting equality and celebrating equality in everyday School life.
2. Staff and students are to contribute to a happy and caring environment by showing respect for others.
3. All pupils will be involved in the spiritual life of the school through their own faith.
4. Pupils are encouraged to share their cultural experiences.
5. All students are encouraged to aim high and participate equally in activities.
6. Policies and practices will reflect the student population in terms of ethnicity, race, gender, sexuality, and disability.
7. Positive images of pupils will illustrate the commitment to inclusion and equal opportunities.
8. All members are expected to comply with this policy, and reports to the contrary will be investigated swiftly.
9. Dealing with unfair discriminatory behaviour, abuse, and intimidation is the responsibility of everyone.
10. Teaching staff will identify and challenge racial or cultural bias and stereotyping in their resources and teaching materials.
11. Treating people equally does not necessarily involve treating them all the same.
12. As an employer, we eliminate discrimination and harassment in employment practices and promote equality across all workforce groups.

Additionally, Kingfisher Education will:

- Maintain a zero-tolerance policy for less favourable treatment based on family circumstances, social or economic class.
- Establish systems for individuals experiencing discrimination, ensuring all members feel comfortable raising issues.
- Provide training on equal opportunity principles, diversity, and understanding prejudice.
- Maintain and monitor records to assess the effectiveness of the commitment to equality and diversity.

### **Breaches of the Policy:**

Any instances of discrimination during our camps will be taken seriously. Violations will be recorded, and those responsible will receive a warning. Repeated offenses may be addressed following Kingfisher Education's Behaviour Policy for students and the Disciplinary Procedure for staff and contractors.