



Equality Policy

Owner:	Deborah Ellis
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Statement of intent

At Dartford Science and Technology College we welcome our duties under the Equality Act 2010.

The college's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any student, prospective student, member of staff or other member of the college community because of their:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Dartford Science and Technology College aims to promote students' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for students and staff. Our college is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Dartford Science and Technology College recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the college community and workforce.

1. Legislative framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010

- The Equality Act 2010 (Specific Duties) Regulations 2011

1.2. The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1.3. Dartford Science and Technology College fully understands the principles of the Equality Act 2010 and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.4. A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

1.5. The Act makes it unlawful for the responsible body of a college to discriminate against, harass or victimise a student or potential student, staff or governors:

- In relation to admissions.
- In relation to job interviews.
- In the way it provides education for students.
- In the way it provides students access to any benefit, facility or service.
- By excluding a student, staff member or governor or subjecting them to any other detriment.

2. Principles and aims

- 2.1. We see all students and potential students, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- 2.2. Our policies, procedures and activities will not discriminate but will nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age. Tolerance will be promoted through the Individual Character Education (ICE) curriculum, Behaviour Policy and Staff Code of Conduct.
- 2.3. Dartford Science and Technology College will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups provided through the Individual Character Education (ICE) curriculum, Tutor Time and Staff & Student Code of Conduct.
- 2.4. Dartford Science and Technology College will promote disability equality throughout the college, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life. This will be promoted through the Individual Character Education (ICE) curriculum, Behaviour Policy and Staff Code of Conduct.
- 2.5. Dartford Science and Technology College will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.
- 2.6. Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. DSTC will currently only admit students that were born female at birth. This will be reviewed when further guidance has been published. DSTC respects the confidentiality of those seeking gender reassignment and will provide a supportive environment within the social community. Students will be educated through the Relationships & Sex Education (DfE September 2020) element of Individual Character Education (ICE) curriculum.
- 2.7. Dartford Science and Technology College is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. This will be promoted through the Individual Character Education (ICE) curriculum, Behaviour Policy and Staff Code of Conduct.

- 2.8. Dartford Science and Technology College will ensure that all staff comply with the appropriate equality legislation and regulations and this will be included in the Staff Code of Conduct.
- 2.9. Dartford Science and Technology College will ensure that admissions procedures will not discriminate in any way. It should be noted that however that these are handled by the Local Authority Assessment and Review Officer.
- 2.10. DSTC will:
- Ensure staff are aware of their responsibilities and are given necessary training and support.
 - Ensure equality and diversity is sufficiently promoted.
 - Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
 - Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.
 - Seek to reduce and remove inequalities and barriers that may already exist.
 - Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age. Governors will consider this when ratifying policies.
 - Ensure staff promote an inclusive and collaborative ethos at DSTC, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for students with additional needs, maintaining a good level of awareness of issues surrounding equalities. This will be promoted through the Individual Character Education (ICE) curriculum, Behaviour Policy and Staff & Student Code of Conduct.

3. Roles and responsibilities

3.1. The governing body will:

- Ensure that the Dartford Science and Technology College complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that Dartford Science and Technology College's policies and procedures are developed and implemented with due regard to the Equality Act (2010).
- Ensure equal opportunities are promoted in its staff recruitment professional development programmes and in membership of the governing body.
- Provide information in appropriate and accessible formats when requested.
- Ensure that the necessary disciplinary measures are in place to enforce this policy (Staff & Student Code of Conduct and Behaviour Policy)

3.2. The Principal via the Vice Principal (Pastoral) will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

3.3. Employees will:

- Be mindful of any incidence of harassment or bullying in the college.
- Address any minor issues of harassment or bullying in the college and report any major breaches of the policy to the Principal.
- Identify and challenge bias and stereotyping within the curriculum and the college's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by completing the appropriate training.

- 3.4. Students will:
- Not discriminate against or harass any other student or staff member.
 - Actively encourage equality and diversity in the college by contributing their cultural experiences and values.
 - Report any incidents of bullying or harassment, whether to themselves or to others, to an appropriate member of the college staff.
 - Abide by all the college's equality and diversity policies, procedures and codes, including the Student Code of Conduct and Behaviour Policy.
- 3.5. Dartford Science and Technology College will publish Equality Objectives annually on its website, in order to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010, and advancing equality of opportunity.

4. Gender reassignment

- 4.1. The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.
- 4.2. A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- 4.3. All members of staff and students have a right to privacy, which includes the right to keep one's transgender status confidential. College staff should not disclose information that may reveal a child or other staff members' transgender status without with the explicit permission of the child and parent(s).
- 4.4. In consultation with the student a staff member will be identified in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment. This is usually a member of the Safeguarding Team.
- 4.5. A glossary of terminology related to the transgender field can be found on the [Gender Identity Research and Education Society](https://www.gires.org.uk/) website.
(<https://www.gires.org.uk/>)

5. Uniform/dress policy

- 5.1. The Act does not deal specifically with college uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of students applies here in relation to other aspects of the college policy.
- 5.2. Dartford Science and Technology College will ensure that its uniform policy does not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.
- 5.3. Dartford Science and Technology College will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important college policies, such as college safety or discipline.

6. Curriculum

- 6.1. All students will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the college will take every opportunity to promote and advance equality.

7. Promoting equality

In order to meet our objectives, the college has identified the following priorities:

- 7.1. Dartford Science and Technology College will provide support staff (known as Independent Support Assistants – ISA's) that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of college life through the application for High Needs Funding at Kent County Council (KCC). High Needs Finding supports the use of ISA's directly.
- 7.2. Staff will ensure that all students are able to take part in extracurricular activities and residential visits, and the college will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- 7.3. Dartford Science and Technology College will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- 7.4. There will be differentiated schemes of work designed to meet the abilities and learning styles of all students.
- 7.5. There will be a clearly defined disciplinary system, which will be consistently enforced.

- 7.6. The college will increase access as needed for disabled children and young people to the college curriculum and will take necessary steps to meet students' needs by using a variety of approaches and planning reasonable adjustments for disabled students, enabling our students to take as full a part as possible in the activities of the college.
- 7.7. The college will ensure there is adequate access to the physical environment of the college.
- 7.8. The college will modify the delivery of written information to disabled children and young people as per EHCPs.
- 7.9. The college will listen to the views of staff, outside agencies and local colleges.
- 7.10. Throughout the year, the college will plan elements of the Integrated Character Education (ICE) scheme of work to raise awareness of equality and diversity.
- 7.11. Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

8. Addressing prejudice related incidents

- 8.1. Dartford Science and Technology College is opposed to all forms of prejudice and we recognise that students and staff who experience any form of prejudice related discrimination may fair less well in the education system.
- 8.2. The college will ensure that students and staff are aware of the impact of prejudice in order to prevent any incidents from occurring through the ICE curriculum and staff CPD.
- 8.3. If incidents still occur, the college will address them immediately and report them to the LA.

9. Appeal process

- 9.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance using Dartford Science and Technology College's grievance procedure with regards to the protected characteristics identified in the Equality Act 2010.

10. Monitoring and review

- 10.1. Dartford Science and Technology College will review this policy annually to ensure that all procedures are up-to-date.
- 10.2. The policy will be monitored and evaluated in the following ways:
 - Individual attainment data
 - Equal opportunities recruitment data
 - Ofsted inspection judgements on equality and diversity
 - Incident records related to harassment and bullying
- 10.3. Any changes made to this policy will be communicated to all members of staff.

APPENDIX 1:

Equality Objectives 2020-21

Whilst continuously aiming to improve the implementation of equality related policies and procedures, Dartford Science and Technology College has established the following objectives for the college year 2020-21:

- To analyse the academic progress of specific student cohorts and put intervention plans in place as necessary to support progress.
- Analyse behaviour data re. representation of specific groups and put in place strategies to tackle any issues highlighted.
- To audit the involvement of student groups students in 'whole college life' (extra-curricular opportunities such as clubs, residentials etc) and if necessary develop strategies to address engagement issues that are identified.
- Review provision for students with physical disabilities and mobility issues and ensure that curriculum and wider college experience is fully accessible as identified in the Accessibility Plan.
- To enable the College 'experience' to more closely reflect and celebrate the multicultural country in which students live.
- To reduce the incidence of prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To promote cultural development and understanding through a rich range of experiences both in and beyond the college.