MEPA TRAINING

EQUAL OPPORTUNITIES POLICY

THIS POLICY IS WRITTEN FOR AND APPLIED TO MEPA STUDIOS, MEPA ACADEMY AND MEPA TRAINING. Opportunities

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STATEMENT OF INTENT

MEPA Training recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, 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 school community and workforce.

LEGAL FRAMEWORK

1.1 This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998;
- Special Educational Needs and Disability Regulations 2014;
- Education and Inspections Act 2006;
- Equality Act 2010;
- Equality Act 2010 (Specific Duties) Regulations 2011;
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017;
- Public Sector Equality Duty (PSED);
- UK General Data Protection Regulation (GDPR) and Data protection act 2018

1.2 This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

1.3 This policy operates in conjunction with the following school policies:

- Admissions Policy;
- Complaints Procedures Policy;
- Equal Opportunities Policy.

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

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

1.5 For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.

1.6 MEPA Training fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.7 Protected characteristics, under the Act, are as follows:

- Age;
- Disability;
- Race, colour, nationality or ethnicity;

- Sex;
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation;
- Marriage and civil partnership.

1.8 The Act makes it unlawful for the responsible body of MEPA Training to discriminate against, harass or victimise a student or potential student:

- In relation to admissions;
- In the way it provides education for learners
- In the way it provides learners access to any benefit, facility or service.

1.9 MEPA Training's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and learners such as the provision of references on former learners or access to 'old learners' communications and activities.

1.10 MEPA Training will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities and Dignity at Work Policy.

PRINCIPLES AND AIMS

2.1 We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

2.2 Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

2.3 MEPA Training will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

2.4 MEPA Training will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment, and encouraging participation by disabled people in public life.

2.5 MEPA Training 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 PSED. 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.

2.7 MEPA Training will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

2.8 MEPA Training 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

2.9 MEPA Training will ensure that all staff comply with the appropriate equality legislation and regulations.

2.10 MEPA Training's Admissions Policy will not discriminate against any protected characteristic in any way.

MEPA Training will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the Principal;
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised;
- Foster positive attitudes and relationships, 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 any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity;
- Reduce and remove inequalities and barriers that already exist;
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones;
- Ensure that policies, procedures and activities benefit society, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic;
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for studnetss with additional needs, maintaining a good level of awareness of issues surrounding equality.

ROLES AND RESPONSIBILITIES

3.1 The Principal/SMT will:

- Ensure that MEPA Training complies with the appropriate equality legislation and regulations;
- Meet its obligations under the PSED to publish equality objectives at least every four years commencing on the date of the last publication. Equality Policy Page 5 of 8
- Ensure that MEPA Training's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans;

- Ensure that the MEPA Training's Admissions Policy does not discriminate in any way;
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes;
- Proactively recruit high-quality applicants from under-represented groups;
- Provide information in appropriate and accessible formats;
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

3.2 MEPA Training's Principal and SMT will:

- Implement this policy and its procedures;
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD;
- Ensure that all parents, visitors and contractors are aware of, and comply 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 incidents of harassment or bullying in MEPA Training;
- Address any minor issues of harassment or bullying and report any major breaches of the policy accordingly;
- Identify and challenge bias and stereotyping within the curriculum and MEPA Training's culture;
- Promote equality and good relations, and not harass or discriminate in any way;
- Monitor learners progress and academic needs to ensure the appropriate support is in place;
- Keep up to date with equality legislation and its application by attending the appropriate training.

3.4 Learners will:

- Not discriminate or harass any other student or staff member;
- Actively encourage equality and diversity in MEPA Training by contributing their cultural experiences and values;
- Report any incidences of bullying or harassment, whether to themselves or to others, to the class teacher or equivalent member of staff;
- Abide by all MEPA Training's equality and diversity policies, procedures and codes.

3.5 MEPA Training will have an equality policy on its website, to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010, and advancing equality of opportunity.

EQUALITY OBJECTIVES

4.1 MEPA Training is committed to promoting the welfare and equality of all its staff, pupils and other members of the Training community. To achieve this, MEPA Training has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good for learners in all vulnerable groups, and to review the curriculum;
- Improve the quality of support for learners in all vulnerable groups both in and outside the class;
- Continue to explore the use of new technologies to support learners in all vulnerable groups in accessing their learning. With special investigation taking place regarding the use of technology, internal exams and group work.

4.2 MEPA Training will update all published equality documentation annually and will publish its objectives at least every four years.

5. Collecting and using information

5.1 MEPA Training will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods;
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally;
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

5.2 MEPA Training will build an equality profile for staff to assist with identifying any issues within their recruitment regime. MEPA Training will obtain the following information from their staff:

- Recruitment and promotion;
- Numbers of part-time and full-time staff;
- Pay and remuneration;
- Training;
- Return to work of women on maternity leave;
- Return to work of disabled employees following sick leave relating to their disabilities;
- Grievances (including about harassment);
- Disciplinary action (including for harassment);
- Dismissals and other reasons for leaving.

5.3 MEPA Training will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Opportunities Policy.

5.4 Any personal data MEPA Training collects will be processed in accordance with the Data Protection Policy.

PUBLISHING INFORMATION

6.2 MEPA Training will publish information relating to persons within MEPA Training's community who share relevant protected characteristics, these will include:

- Other persons affected by MEPA Training's policies and procedures.

6.3 MEPA Training will not provide this information if:
• The employee is employed under contract personally to do work;
• The employer does not have, and it is not reasonably practicable for the employer to obtain the data;

PROMOTING EQUALITY

7.1 In order to meet our objectives, MEPA Training has identified the following priorities:

- MEPA Training will ensure that all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly;
- There will be a clearly defined disciplinary system stipulated in the Behavioural Policy, which will be consistently enforced;
- MEPA Training will seek the views of advisory staff, outside agencies and local schools;
- Throughout the year, MEPA Training will plan ongoing events to raise awareness of equality and diversity.

7.2 Bullying and prejudice will be carefully monitored and dealt with accordingly.

7.3 Annual safeguarding 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.

ADDRESSING PREJUDICE-RELATED INCIDENTS

8.1 MEPA Training is opposed to all forms of prejudice, and we recognise that learners and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

8.2 MEPA Training will ensure that learners and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

8.3 If incidents continue to occur, MEPA Training will address them immediately.

APPEAL PROCESS

9.1 Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g. dress code, using the MEPA Training's grievance procedure.

9.2 MEPA Training will adhere to the Complaints Procedures Policy when following the grievance procedure.

CURRICULUM

10.1 All learners will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

10.2 When planning the curriculum, the Training will take every opportunity to promote and advance equality.

10.3 When teaching the curriculum, the Training will promote equality and will not subject individuals to discrimination.

10.4 MEPA Training will develop a inclusive curriculum design and diverse representation in teaching materials.

MONITORING AND REVIEW

11.1 MEPA Training SMT will review this policy annually, to ensure that all procedures are up to date.

11.2 The policy will be monitored and evaluated by MEPA Training SMT in the following ways:

- Individual attainment data (where necessary);
- Equal opportunities recruitment data;
- Ofsted / CDMT inspection judgements on equality and diversity;
- Incident records related to harassment and bullying.

11.3 Any changes made to this policy will be communicated to all members of staff.