



DIVERSITY AND EQUAL OPPORTUNITIES POLICY

Seaside Learning Ltd

July 2024

Diversity and Equal Opportunities Policy

Introduction

This policy reflects the way in which Seaside Learning 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.

This policy will be applied to all staff, volunteers and young people. We are committed to eliminating discrimination amongst our workforce and young people. Our objective is to create a working environment in which there is no unlawful discrimination and all decisions are based on merit.

The responsibility for effective implementation of this policy has been delegated to the Director - James Lumber.

This policy applies to all employees, contractors, job applicants, volunteers and young people

What is discrimination?

Discrimination is unlawful when it takes place on one of the following grounds (the 'protected characteristics'):

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Discrimination can take a number of forms:

- Direct discrimination is when someone is treated worse than someone else just because of a protected characteristic.
- It is also direct discrimination when someone is treated worse than someone else because they associate with someone with a protected characteristic or because they are perceived to have a protected characteristic.
- Indirect discrimination is when an apparently neutral practice or requirement disproportionately disadvantages one group and cannot be justified by the needs of the organisation.
- It is also discrimination when a disabled person is treated unfavourably because of something connected to their disability and this cannot be justified by the needs of the organisation or when the organisation fails to make reasonable adjustments for a disabled person.

Our Objectives

1. All learners are of equal value.
2. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
3. We recognise, respect and value difference and understand that diversity is a strength.
4. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit Seaside Learning.
5. We foster positive attitudes and relationships.
6. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
7. We foster a shared sense of cohesion and belonging.
8. We want all members of Seaside Learning to feel a sense of belonging within the organisation and wider community and to feel that they are respected and able to participate fully.
9. We observe good equalities practice for our staff.
10. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
11. We have the highest expectations of all our students.
12. We expect that all students can make good progress and achieve their highest potential.
13. We work to raise standards for all learners, but especially for the most vulnerable.
14. We believe that improving the quality of education for the most vulnerable groups of students raises standards within Seaside Learning.

Policy expectations

It is expected that every person at Seaside Learning will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors
- All young people
- All parents/carers of young people

All staff, volunteers, young people and parents/carers of young people have a duty not to discriminate against each other and not to help anyone else do so.

We will not tolerate discrimination in our organisation.

Recruitment and selection

We aim to ensure that job requirements and job selection criteria are clear and based only on what is required to get the job done effectively. We will avoid making stereotypical assumptions based on protected characteristics about who is able to do a particular job. We aim to ensure that no job applicant is placed at a disadvantage by practices or requirements which disproportionately disadvantage protected groups and which are not justified by the demands of the job.

When recruiting staff, health related questions will only be asked to make necessary adjustments where needed in the interview process and then again, after a job offer is made and only if necessary for the role. For all jobs, we will draw up a clear job description and person specification to ensure that we remain focussed on what the job involves and the skills, experience and qualifications which are relevant and necessary. If we hold interviews, we will try to ensure that more than one person conducts them to ensure that we avoid unintentional bias.

Promotion and training

Promotion and training decisions will be made on the basis of merit. We will not unlawfully discriminate against any employee in making promotion or training decisions. We believe all employees should have an equal opportunity to progress and develop.

We will ensure that promotion opportunities are brought to the attention of all employees. We will ensure that promotions are advertised internally and opened up to competition. Training needs will be identified through regular reviews by the director of Seaside Learning - James Lumber.

Working conditions and terms of employment

We will try to accommodate cultural or religious practices such as prayer requirements where we reasonably can.

We aim to ensure that our terms of employment, benefits, facilities and policies are free from unlawful discrimination. We will review our benefits and facilities regularly to ensure that they are available to all employees who should have access to them and that there are no unlawful obstacles to accessing them.

We will make sure that employees are being assessed fairly on the basis of job performance and are not being discriminated against. We will open up as many jobs as possible to flexible working arrangements. We will allow all employees to apply for flexible working, and not just those with particular protected characteristics.

We will continue to carry out a regular review of our pay structures to ensure that they are fair and free from discrimination. We aim to ensure that our pay systems are transparent, fair and free from discrimination.

Disability

We will make adjustments to accommodate disabled employees, volunteers and young people where possible and reasonable. For example, we can provide extra support/equipment and we can rearrange duties. Anyone with a disability is encouraged to tell Seaside Learning about this so that we can explore what adjustments might be appropriate.

Training on equalities

We will train our whole workforce on understanding and avoiding discrimination.

Monitoring

We monitor information about how many people in the workforce have a particular protected characteristic and the levels within the organisation that they are employed at and their length of service. In order to do this, we will ask staff for information about some of their protected characteristics. We collect this information anonymously and we will use it only for monitoring purposes and not for any other purpose. We will protect the confidentiality of the information staff give us.

Relationships with visitors/young people/parents/carers

Staff must not discriminate against any of our visitors/young people/parents/carers. Equally, we expect our visitors/young people/parents/carers not to discriminate against staff and we will take appropriate action against any visitors/young people/parents/carers found to have done so.

Young people

Young people will be informed of the policy and its contents during their induction and where applicable, lessons will be delivered which cover aspects of equal opportunities and diversity.

What to do if you have been discriminated against

If you believe you may have been discriminated against, please inform the head of Seaside Learning James Lumber or another member of staff.

If you want to make a more formal complaint, you are encouraged to raise the matter through our complaints procedure which is outlined in our Complaints Procedure Policy found in the Policies section on our website <https://www.seasidelearning.co.uk/policies>.

Allegations of potential breaches of this policy will be treated seriously. Those who make such allegations in good faith will not be victimised or treated less favourably as a result.

What will happen if you act in a discriminatory way?

If, after investigation, we decide that you have acted in breach of this policy you may be subject to disciplinary action up to and including dismissal. This applies to the most senior levels of management as well as to all other employees.

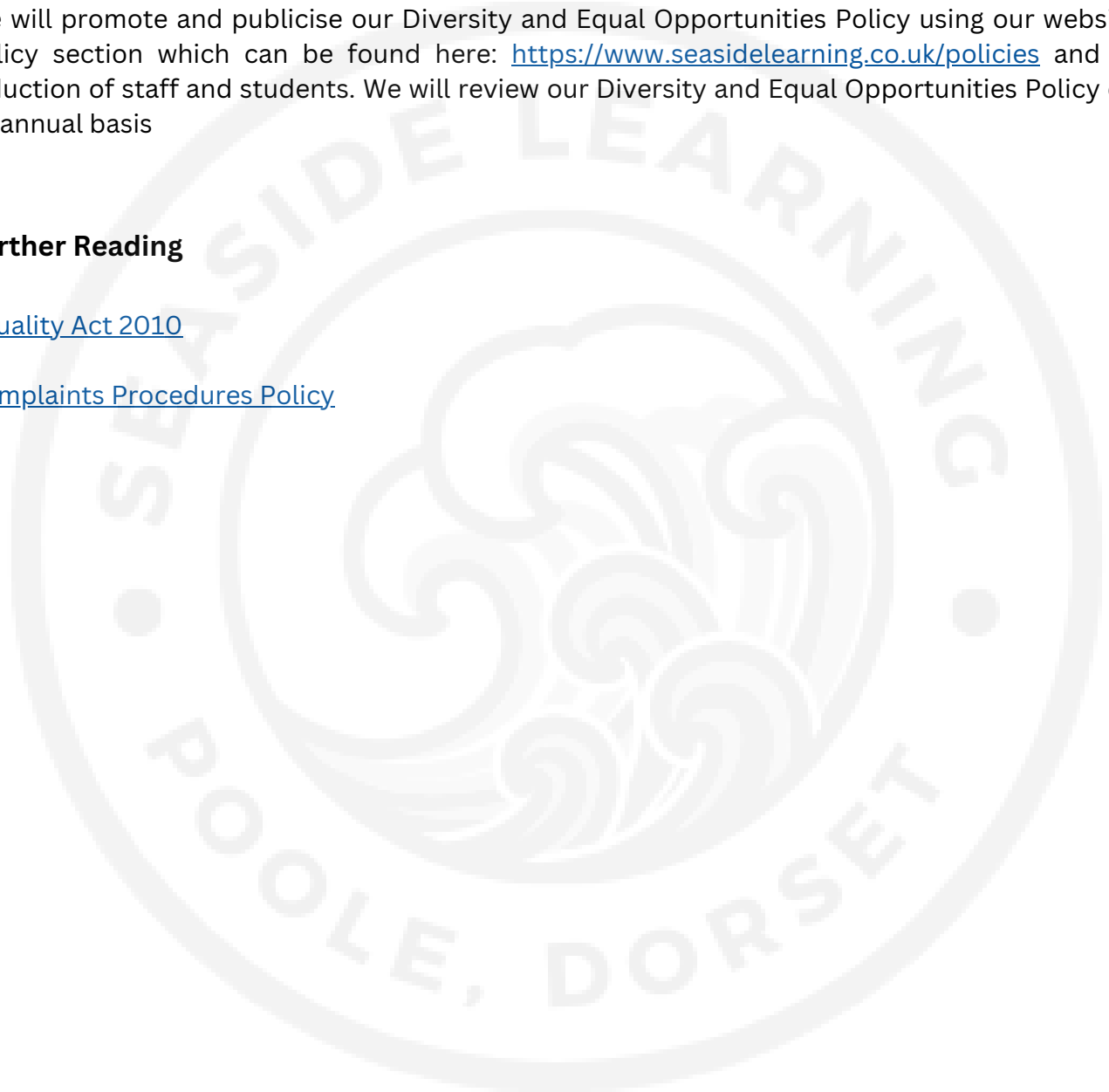
Policy review and promotion

We will promote and publicise our Diversity and Equal Opportunities Policy using our website policy section which can be found here: <https://www.seasidelearning.co.uk/policies> and at induction of staff and students. We will review our Diversity and Equal Opportunities Policy on an annual basis

Further Reading

[Equality Act 2010](#)

[Complaints Procedures Policy](#)



This policy was reviewed on 29.08.2024 by James Lumber - Director of Seaside Learning Ltd