



## IMMANUEL COLLEGE EQUALITY & DIVERSITY STATEMENT



### THE CHRISTIAN ETHOS OF IMMANUEL COLLEGE

Immanuel means 'God with us'

We believe at Immanuel that we are 'All God's Students'. This belief is the basis of our desire to create and promote a community where all people can feel valued, safe and respected.

### OUR STATEMENT:

The staff and Governors of Immanuel College are committed to ensuring that equality of opportunity is available to all members of the college community. This means that we do not simply treat everybody the same, we also seek to understand the diversity within our college community and tackle any identified barriers, which could lead to unequal outcomes for different groups within college, and we celebrate and value the achievements and strengths of all members of the college community.

As part of the BDAT Trust and family of schools the college believes in and adheres to the Trust's Equality and Diversity policy (<https://www.bdat-academies.org/wp-content/uploads/2020/09/Equality-Diversity-Policy-Reviewed-April-18.pdf>) and Equal Opportunities policy (<https://www.bdat-academies.org/wp-content/uploads/2020/11/Equal-Opportunities-Policy-Reviewed-Oct-20.pdf>). With this in mind the college has also set the same objectives as those set out in the Trust's policies and they are:

- for employees and governors to understand the college's responsibility surrounding equality and diversity, and to be aware of current legislation
- to promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities
- to actively close gaps in attainment and achievement between students for all groups; especially those eligible for Pupil Premium, those with SEND needs, Looked After Children and those that form minority ethnic groups
- to review the curriculum at all Key Stages to ensure that it represents the diverse culture of society and encourages tolerance and respect
- to monitor the incidence of the use of racist, sexist and homophobic language by students in our college
- to promote mental health awareness and develop appropriate interventions

The college will have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010, Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 (DDA) and The Gender Equality Duty 2006
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and those who do not share it.
- understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.

- assess whether we are discriminating unlawfully when carrying out any of our functions.
  - identify what the key equality issues are for our organisation.
  - benchmark our performance and processes against those of similar organisations, nationally or locally.
  - consider taking steps to meet the needs of staff who share relevant protected characteristics.
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- identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
  - make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
  - develop equality objectives to meet the specific duties.
  - have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision making.

We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' i.e. staff with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- 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 disability
- appraisals
- grievances (including about harassment)
- disciplinary action (including for harassment)
- dismissals and other reasons for leaving.

## **Eliminating discrimination and harassment**

The college will:

- develop and adapt its procedures on anti-bullying to include equality perspectives
- value all God's children
- support staff to challenge and address any bullying and harassment that is based on a person's race, gender or ethnicity
- keep a record and report how these incidents are dealt with to the governing body and Trust on a termly basis
- review its approach to race, gender and disability bullying and harassment whenever it reviews its policy on behaviour

Any queries regarding this statement should be directed to the Business Manager at the College.