

# Connell Co-op College

## Equality Statement & Objectives 2021-2022

### Introduction

At Connell Co-op College, we're committed to promoting equality and preventing discrimination in both employment and education provision. We will create an inclusive environment, where everyone can contribute their best work and develop to their full potential. We will celebrate the fact that everyone is different yet valued, and make sure that everyone is treated with dignity and respect.

You can read more about this below, including the actions we have already taken to advance equality, diversity & inclusion in our academy and our community, and to comply with our equality duty. We've also set out our equality objectives, which are the things we're going to be focusing on this year.

### Equality Statement

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 pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
  - Religion or belief
  - Sexual orientation
  - Gender reassignment
  - Pregnancy or maternity
  - Marriage and civil partnership

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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.

### Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved

by realising the uniqueness of individuals. We are committed to creating a prejudice-free environment where individuals feel confident and at ease by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness.

We are committed to having a fair and balanced curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that they learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

### Dealing with prejudice

We do not tolerate any form of prejudice-related incident. If an incident occurs, we are devoted to ensuring action is taken and a resolution is put into place which is both firm, fair, appropriate and proportionate.

Our students are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

Our employees will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

Our employees will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

### Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex

- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the college community. All staff members are obliged to act in accordance with the college's policies relating to equality.

All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. Prejudice is not tolerated and we are continuously working to maintain and grow an accepting and respectful environment for our college community.

The college participates in an annual consultation with staff and parents through the 'Your Voice' survey, conducted on behalf of the college by the Trust. This is a good opportunity for interested parties in consulting with and taking the views of the community we serve.

The Co-op Academies Trust circulates regular 'Pulse' surveys of staff on current matters and significant findings are reported back to the leadership teams of the academies within the Trust where applicable.

This document should be read in conjunction with the Co-op Academies Trust Equality, Inclusion and Diversity Policy and Dignity at Work Policy.

## Actions Taken - 2020/21

During the last year we have taken the following actions to advance equality, diversity & inclusion, and to comply with our equality duty:

### Students

- Student council focuses discussion on these areas
- Gender neutral toilet facilities on ground floor
- Participation in national and international awareness events.

### Colleagues

- Provide Occupational Health referrals for colleagues struggling with health issues (both physical and mental)
- Provide ergonomic assessments / equipment for colleagues who struggle with mobility so they can access the workplace
- Provide a confidential employee assistance programme through BUPA

### Our Community

- Letters are pitched at appropriate level so they are accessible to as many as possible and provided using a number of platforms for maximum coverage

- Ensure any reasonable adjustments in line with The Equality Act are in place to enable candidates to access our recruitment procedure

## Equality Objectives - 2021/22

Objective 1: to embed equality, diversity and inclusion into the curriculum and teaching & learning practices

We will work towards a curriculum and teaching & learning practices which:

- are inclusive - all students and staff are welcomed and valued
- show respect for and appreciation of one another as individuals
- prepare students for life in a diverse society by encouraging respect for linguistic, cultural and religious diversity that exists in local communities and the wider world
- develop personal and cultural identity in all students
- widen educational and personal horizons of all students if limited by factors that compromise equality
- are proactive in tackling discrimination
- promote benefits of diversity

We will work with our sponsor, the Co-op, to develop a new curriculum on anti-racism so that the next generation knows what it means to be anti-racist.

Objective 2: to embed equality, diversity and inclusion into the college

We will monitor and analyse student achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for students with the aim of narrowing the gap for equality groups.

We will create and promote opportunities for staff voice, and debate & dialogue, around these key issues.

## Further information

*Note: optional section, could include who to contact for more info, or links to other relevant website areas. Could include date of publication, or date of next review.*

Co-op Academies Trust's Equality Diversity & Inclusion Policy can be found here <https://www.coopacademies.co.uk/equality-diversity-inclusion/>

Review date: 01 September 2022

