

Equality and Diversity Policy

Chichester Nursery School, Children & Family Centre is committed to equality of opportunity in every aspect of its activities. We will ensure equality of opportunity, both as an employer and as a provider of education and Children's Centre services.

In accordance with the Equality Act 2010, we encourage and support the development of a society in which:

- People's ability to achieve their potential is not limited by prejudice or discrimination
- There is respect for and protection of each individual's human rights
- There is respect for the dignity and worth of each individual
- Each individual has an equal opportunity to participate in society, and
- There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

It is our policy to provide equality for all, irrespective of:

- Age
- Gender, gender reassignment, sexual orientation, marital or family status (including civil partnerships), including pregnancy
- Disability, learning difficulty and medical conditions
- Race, language, ethnic or national origins and nationality
- Religion or belief, philosophical belief or no belief
- Working hours
- Membership/non-membership of trade unions
- Political views and affiliations
- Or any other cause leading to unfair discrimination

Chichester Nursery School, Children & Family Centre is a public provider of education and integrated services and a significant employer and holder of public funds and therefore has a duty to ensure that people from different sections of the community have equal and fair access to its services.

Chichester Nursery School, Children & Family Centre is responsible for ensuring that all staff, Centre users, students, sub-contractors and service providers are aware of their rights and responsibilities with regard to equality.

We are committed to the following actions in order to fulfil this policy:

- Promoting an organisation where people are treated with respect and dignity and where no form of intimidation or harassment is or will be tolerated;
- Taking reasonable steps to prevent any form of harassment, direct or indirect discrimination or victimisation;
- Taking reasonable steps to make sure that no student, staff member or job applicant is placed at a disadvantage by stipulated requirements or conditions;
- Keeping records of age, ethnic origin, gender, social inclusion and disabilities of all those seeking education, training, employment or other services. Furthermore staff will be required to undertake *an enhanced Disclosure and Barring Service check* to ensure their suitability for post.

CONSIDERING THE DIGNITY OF INDIVIDUALS

Equal opportunities is about treating everyone fairly and ensuring that services and facilities are accessible to all. It encompasses the methods of work, attitude and behaviour of all individuals. Chichester Nursery School, Children & Family Centre will operate a 'zero tolerance' to any infringement of its equality and diversity policy and procedures.

All unlawful acts of victimisation shall be treated as disciplinary offences. Individuals can be held personally liable for acts of discrimination and/or victimisation which they commit, authorise, contribute to or condone. In serious cases, this may lead to dismissal.

Chichester Nursery School, Children & Family Centre will treat all pupils with dignity, respect and as individuals in the provision of access to facilities, learning opportunities and support.

DEALING WITH DISCRIMINATION

Chichester Nursery School, Children & Family Centre will ensure that every support and assistance is provided to those who consider they have been a victim of discrimination, or victimisation.

A broader statement of how Chichester Nursery School, Children & Family Centre supports equality and diversity in employment is contained in West Sussex County Council Model School Policy Statement on Equality and Diversity in Employment at Annex A of this policy, which is adopted and will be reviewed at the same time as this policy.

RADICALISATION AND THE PREVENT AGENDA

At Chichester Nursery School, Children and Family Centre we celebrate our own British culture and values, as well as the richness that people of different ethnic backgrounds bring to our Community. However, we are also aware that there is a possibility that some people may hold such radical views that these present a threat to the freedom of others. School and Centre staff will be vigilant to the expression of such views and report them to the Headteacher at once, who will take appropriate action, as recommended by West Sussex County Council.

Date: Autumn 2015

To be reviewed: Autumn 2018