



for pre-school deaf children and their parents

EQUAL OPPORTUNITIES AND RACE RELATIONS POLICY

The Elizabeth Foundation recognises the benefits of having a diverse community of staff and students, who value one another and the different contributions they can make to achieve the organisation's mission to be a centre of excellence.

The Elizabeth Foundation is committed to being an equal opportunities employer and education provider, providing equality of opportunity for all staff and students, applicants and visitors. In the provision of equal opportunities, The Elizabeth Foundation recognises and accepts its responsibilities under the law.

The Elizabeth Foundation seeks to create an open and supportive environment which is free from discrimination, and which encourages all staff and students to participate fully in the charity's activities.

Aims

The Elizabeth Foundation is committed to treating people with fairness and respect, and will:

- provide equal opportunities regardless of an individual's race, colour, ethnic origin, gender, disability, religion, age, marital status or sexual orientation
- always use appropriate and fair selection methods to ensure equal opportunities for all
- actively promote awareness of equal opportunities issues throughout the organisation
- aim to equip pupils with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:
 - discrimination on the basis of colour, culture, origin, sex or ability is not acceptable.
 - the primary objective of this organisation will be to educate, develop and prepare all our pupils for life whatever their sex, colour, origin, culture or ability.
 - pupils and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

Managing equality in practice

1. Admission

The Elizabeth Foundation follows the Admission Policy that does not permit sex, race, colour or disability to be used as criteria for admission.

2. Registration

Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from other cultures.

3. Discrimination

All forms of discrimination by any person within the organisation's responsibility will be treated seriously as such behaviour is unacceptable. Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria. Parents should be aware of the organisation's commitment to equal opportunities.

4. Resources

The Elizabeth Foundation's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origin. Equality of opportunity permeates the whole curriculum and will be reviewed regularly. The team will endeavour to examine resources to ensure that they reflect an intercultural society and promoted positive attitudes and will provide a language enriched environment with multi-cultural elements.

5. Teaching

The education team will provide opportunities to develop interest, awareness, sharing, questioning, experience, understanding and respect and look for potential for intercultural education in our existing curriculum. We will also endeavour to include intercultural education as an integral part of our cross-curricular teaching whenever appropriate and possible.

Responsibilities

Staff and pupils are encouraged to assist in promoting equal opportunities and those staff in management and leadership roles will, through their responsibilities, be proactive in promoting diversity and equal opportunities, and in tackling discrimination.

All Elizabeth Foundation staff and pupils will:

- support and implement the Equal Opportunities Policy, and
- ensure that their behaviour and/or actions do not amount to discrimination or harassment in any way.
- support the Chief Executive in her development and monitoring of the Equal Opportunities Policy since she is responsible for developing and co-ordinating initiatives that will enhance diversity and equality of opportunity within the organization.
- comply with this policy and with the relevant legal requirements, and are expected to promote a culture free of discrimination, prejudice and all forms of harassment and bullying.

The legal Framework

The following legislation applies to all:

- Equality Act 2010: This was, primarily, the Equal Pay Act 1970, the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995 and three major statutory instruments protecting discrimination in employment on grounds of religion or belief, sexual orientation and age.
- Sex Discrimination Act 1975 as amended 2003
- The Race Relations Act 1976 as amended 2000 - This gives legal protection from racial discrimination and harassment on grounds of race or ethnic or national origins. It eliminates unlawful racial discrimination, promotes equality of opportunity; and promotes good race relations
- Disability Discrimination Act 1995 as amended 2001, 2003, 2005
- Special Educational Needs and Disability Act 2001
- Prevention from Harassment Act 1997
- Human Rights Act 1998 - this lets you defend your rights in UK courts and compels public organisations – including the Government, police and local councils – to treat everyone equally, with fairness, dignity and respect. The Human Rights Act protects all of us – young and old, rich and poor.
- Race Relations Amendment Regulations, 2003

Monitoring and Review

Any incidents of discrimination, harassment or bullying will be investigated and may be grounds for disciplinary action.

Any person who believes that they have been discriminated against can raise the matter through the grievance procedure with the appropriate manager.

The Board of Trustees and the CEO will review any reports and agree appropriate actions.

Intercultural resources and teaching will be monitored by the Teachers of the Deaf and Speech and Language Therapists through curriculum plans and as an element of Understanding the World and Personal, Social and Emotional development.

***Policy agreed by: Julie Hughes, Chief Executive
August 2018***

Policy to be reviewed: August 2019