

The Levett School



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Equality Policy

<i>Policy agreed by Governors on:</i>	12 th November 2019
<i>Review date for Governors:</i>	June 2021
<i>Allocated Group/Person to Review:</i>	Claire Whitehead
<i>Agreed frequency of Review, by allocated person:</i>	Every Year
<i>Last Review date:</i>	05/10/20

Lower School, Melton Road, Sprotbrough, Doncaster, DN5 7SB
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Doncaster
Council

Equality Policy 2019

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Equality Act 2010 provides a single, consolidated source of discrimination law, which Levett School adheres to, meaning that Levett School cannot and will not unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation.

The Act makes it unlawful for the responsible body of Levett School to discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions
- in the way it provides education for pupils
- in the way it provides pupils access to any benefit, facility or service
- by excluding a pupil or subjecting them to any other detriment

It is unlawful for Levett school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

Similarly, Levett School will not discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom the pupil is associated.

The Public Sector Equality Duty and Promotion of Equality Objectives

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) or general duty that applies to Levett School, and extends to the previously identified protected characteristics of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

In carrying out their functions, Levett School has due regard to the need to promote the following Equality Objectives:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

(Where schools are concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to pupils.)

These objectives will be promoted through the SMSC policy and curriculum.

Unlawful behaviour

The Equality Act defines four kinds of unlawful behaviour which will not be tolerated at the Levett School: direct discrimination, indirect discrimination, harassment and victimisation,

Direct discrimination occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people. Levett staff will not Directly Discriminate.

Indirect discrimination occurs when a provision, criterion or practice is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic. Levett School will not Indirectly Discriminate.

Harassment has a specific legal definition in the Act - it is “unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person”. This covers unpleasant and bullying behaviour, but potentially extends also to actions which, whether intentionally or unintentionally, cause offence to a person because of a protected characteristic. Levett staff will not Harass.

Victimisation occurs when a person is treated less favourably than they otherwise would have been because of something they have done in connection with the Act, for example, making an allegation of discrimination or bringing a case under the Act, or supporting another person’s complaint by giving evidence. Levett staff will not Victimise.

Disability Discrimination

The law on disability discrimination is different from the rest of the Act. It protects disabled people only and not people who are not disabled.

This means that Levett school is allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases is required to do so, by making reasonable adjustments to put these young people on a more level footing with pupils without disabilities