



Kemnal
Technology
College



EQUALITY & DIVERSITY POLICY

This Policy was reviewed:

November 2023

The Policy will next be reviewed by TKAT &
Kemnal Technology College by:

September 2024



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VISION

Kemnal Technology College is committed to equality and diversity regardless of a person's perceived ability or disability, gender, sexual orientation, religion, belief, race, ethnicity, nationality, social class or age.

OBJECTIVES

- ❖ To promote equality, tolerance and respect for others at all times with a caring and supportive environment which values diversity
- ❖ To actively challenge prejudice and take action to stop discriminatory practices or behaviour
- ❖ To promote awareness and understanding of equality and diversity through a balanced and appropriate curriculum
- ❖ To remove barriers to access, participation, progress, attainment and achievement.

SUCCESS CRITERIA

To monitor, evaluate and review this policy through:

- ❖ The achievement of different groups



- ❖ The number of racist incidents
- ❖ The incidents of complaints on grounds of disability, gender, sexual orientation, religion, belief, race, ethnicity, nationality, social class or age.

LEGISLATIVE CONTEXT

Three pieces of legislation are central to our Equality and Diversity Policy:

- ❖ Race Relations Act 1976 (as amended in 2000)
- ❖ Disability Discrimination Act 1995 (as amended in 2005)
- ❖ Equality Act 2010

RESPONSIBILITIES

The Governing Body

It is the governing body's responsibility to:

- ❖ Ensure that the College complies with its legal duties

THE HEAD TEACHER

It is the Head Teachers responsibility to:

- ❖ Ensure that the policy is implemented and its procedures followed
- ❖ Keep the governing body updated with a report on progress
- ❖ Promote the Equality and Diversity Policy both inside and outside the College
- ❖ Ensure staff receive appropriate and relevant continuous professional development

THE STAFF

It is the responsibility of all staff to:

- ❖ Deal effectively with incidents relating to bias, discrimination or stereotyping on the basis of perceived ability or disability, disability, gender, sexual orientation, religion, belief, race, ethnicity, nationality, social class or age.
- ❖ Promote equality and diversity for all members of the College community
- ❖ Challenge any verbal or other discriminatory behaviour
- ❖ Keep up to date with equality legislation and take up training and learning opportunities

STUDENTS

Students are required to:

- ❖ Show respect towards any members of the College community regardless of perceived ability or disability, disability, gender, sexual orientation, religion, belief, race, ethnicity, nationality, social class or age



RACE EQUALITY

We have a statutory duty to promote race equality with due regard to the need to:

- ❖ Eliminate unlawful discrimination
- ❖ Promote equality of opportunity
- ❖ Promote good relations between people of different racial groups

As a College we will:

- ❖ Assess the impact of College policies on students and staff of different racial groups
- ❖ Monitor the attainment and progress of students in all racial groups and take action as is necessary to tackle any differences
- ❖ Challenge and prevent racism and discrimination, including recording reporting any racist incidents (see appendix A)
- ❖ Promote good relations between different racial groups
- ❖ Create a positive atmosphere which promotes race equality, develops understanding and fosters mutual respect

DISABILITY EQUALITY

We have a statutory duty to promote disability equality with due regard to the need to:

- ❖ Promote equality of opportunity
- ❖ Eliminate unlawful discrimination
- ❖ Eliminate disability-related harassment
- ❖ Promote positive attitudes towards disabled people
- ❖ Encourage disabled people's participation in public life
- ❖ Take steps to take into account people's disabilities

As a College we will:

- ❖ Take action to ensure that no student suffers because of any disability in terms of admissions, assessment, attainment or progress
- ❖ To challenge and prevent any discrimination against disabled students or staff
- ❖ To promote a positive atmosphere where all students and staff are valued regardless of any disability

The nature of the College site, its listed status and age of some of the buildings means that it is extremely difficult for those with physical disabilities to move around the College site. Improving the College site will entail considerable capital expenditure which is not currently available. However, the improvement of physical access and accommodation is part of the governors' long term vision for the College.



GENDER EQUALITY

We have a statutory duty to promote gender equality with due regard to the need to:

- ❖ eliminate unlawful sex discrimination; and
- ❖ promote equality of opportunity and good relations between women and men, girls and boys

As a College we will:

- ❖ Ensure that male and female students in the Sixth Form have equally high aspirations, and are engaged in decision and policy making in matters that affect them directly
- ❖ Ensure that harassment and sexual harassment is dealt with promptly

This Policy has been impact assessed with regard to disability, gender, race and safe guarding

APPENDIX A – RACIST INCIDENTS

WHAT IS RACISM?

'Racism' or 'racialism' is a form of discrimination based on race, especially the belief that one race is superior to another. Racism may be expressed individually and consciously, through explicit thoughts, feelings, or acts, or socially and unconsciously, through institutions that promote inequality between races. Types of racist incidents that can occur are:

- ❖ physical assault against a person or group because of colour, ethnicity or nationality;
- ❖ use of derogatory names, insults and racist jokes;
- ❖ racist graffiti;
- ❖ provocative behaviour such as wearing racist badges or insignia;
- ❖ bringing racist material into the school;
- ❖ verbal abuse and threats;
- ❖ incitement of others to behave in a racist way;
- ❖ racist comments in the course of discussion;
- ❖ attempts to recruit others to racist organisations and groups;
- ❖ ridicule of an individual for cultural difference, e.g. food, music, religion, dress;
- ❖ refusal to cooperate with other people because of their colour, ethnic origin or nationality;
- ❖ written derogatory remarks;
- ❖ any of the above forms of racial harassment, or any other discrimination by employers in connection with work placements or work experience.

The definition of a racist incident that was set out in Recommendation 12 of the Macpherson Report on the Stephen Lawrence Inquiry published in February 1999.



“any incident which is perceived to be racist by the victim or any other person”.

DEALING WITH RACIST INCIDENTS

- ❖ Racist remarks must not be allowed to go unchallenged.
- ❖ Members of staff must not ignore any form of racist derision, verbal racist abuse or threats in school.
- ❖ Children or adults who persist in making inappropriate comments/abusive language/threatening behaviour must be referred to a senior member of school staff.
- ❖ Explain to the perpetrator that racist behaviour will not be accepted.
- ❖ Offer support to the victim and advice to the perpetrator.
- ❖ Parents/carers should be informed.
- ❖ Racist graffiti must be reported to a senior member of school staff and should be removed immediately.
- ❖ All forms of racist literature and materials must be removed.

RECORDING AND REPORTING RACIST INCIDENTS

Staff should report all racist incidents including the date, the names of perpetrators and victims, the nature of the episode and actions taken.



RACIAL INCIDENT RECORD FORM

DATE:	LOCATION:
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NAME OF VICTIMS:	ETHNICITY OF VICTIMS:	PARENTS/CARERS INFORMED:

NAME OF PERPETRATOR/S:	ETHNICITY OF PERPETRATOR/S:	PARENTS/CARERS INFORMED:

DETAILS OF THE INCIDENT:

ACTION TAKEN:

NAME OF MEMBER OF STAFF:	
SIGNATURE:	DATE:

THIS FORM SHOULD BE COMPLETED AND SENT PROMPTLY TO EMMA WRIDE