



## Equality and Diversity Policy

### Equality and Diversity:

#### Definitions:

<b>Equality</b>	Ensuring everybody has an equal opportunity, and is not treated differently or discriminated against because of their characteristics.
<b>Diversity</b>	Taking account of the differences between people and groups of people, and placing a positive value on those differences.
<b>Equality of opportunity</b>	Ensuring everybody has an equal chance to take up opportunities and also to make full use of the opportunities on offer and to fulfil their potential.
<b>Protected Characteristics</b>	Specific aspects of a person's identity defined by the Equality Act 2010. The 'protection' relates to protection from discrimination. The nine protected characteristics are: • Age • Disability • Gender Reassignment • Marriage and Civil Partnership • Pregnancy and Maternity • Race • Religion and Belief • Sex • Sexual Orientation

Pinfold aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- 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

We oppose all unlawful or unfair discrimination on the grounds of ability, age, colour, culture, disability, domestic circumstances, employment status, gender, marital/civil partnership status, nationality, political orientation, racial origin, religious beliefs, sexual orientation, social background or any other grounds or status.

We will also ensure that no discrimination occurs in relation to all of the protected characteristics as defined in the Equality Act 2010.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

## **At Pinfold we :**

- ensure that all processes concerned with running a school, teaching and assessment are carried out in a fair and objective manner
- adhere to current legislation regarding equality and diversity
- celebrate and promote difference and learn about life in Modern Britain and the wider world
- operate an effective equality and diversity policy, with which learners are familiar and which applied to all learners using our products and services
- ensure that all learners and staff are involved in the design, delivery, management, assessment and quality assurance of our teaching and are aware of, and familiar with, the contents of this policy.

Claire Gagigo 2023

