



## Equalities Policy

The Loddon School policy on equality incorporates all aspects of the Equality Act 2010. This policy is reflected in all aspects of school life. The school has a separate Equality, Diversity and Inclusion policy that identifies the school principles and approach to equality.

The Loddon School stands against all forms of discrimination on the grounds of sex, race, disability, religion/ belief, gender or sexual orientation. This policy relates to the way in which schools treat their pupils and prospective pupils.

The Equality Act 2010 makes it unlawful for school leaders, school staff and governing bodies to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions
- In the way it provides education and/or care for pupils
- In the way it provides pupils access to any benefit, facility or service, or
- By excluding a pupil or subjecting them to any other detriment

It is also unlawful to discriminate against a pupil by association and because of a characteristic, which you think a person has, even if you are mistaken.

In accordance with the Equality Act 2010:

- We ensure that everyone is treated fairly and with respect.
- We ensure the school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them exactly the same.
- We recognise that for some pupils, extra support is needed to help them to achieve and be successful.
- We do our best to make sure that people from different groups are consulted and involved in our decisions, for example through talking with parents or legal guardians and through our local authorities.
- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

The Equality Act 2010 defines four kinds of unlawful behaviour – 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.
- 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.
- Harassment 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”.



- Victimisation occurs when a person is treated less favourably than they otherwise would have been because of something they have done (“a protected act”) in connection with the Act. A protected act might involve, for example, making an allegation of discrimination or bringing a case under the Act, or supporting another person’s complaint by giving evidence or information, but it includes anything that is done under or in connection with the Act. Even if what a person did or said was incorrect or misconceived, for example based on a misunderstanding of the situation or of what the law provides, they are protected against retaliation unless they were acting in bad faith. The reason for this is to ensure that people are not afraid to raise genuine concerns about discrimination because of fear of retaliation.
- As well as being unlawful to victimise a person who does a protected act, a child must not be victimised (or made to suffer) because of something done by their parent or a sibling in relation to the Equality Act.

**Further Information:**

This policy should be read in conjunction with The Loddon School Accessibility Policy and Plan. Further measures relating to equality can be found in The Loddon School’s Equality, Diversity and Inclusion policy.