



CALLINGTON COMMUNITY COLLEGE ACADEMY TRUST

DIVERSITY POLICY

Philosophy:

The college actively seeks to celebrate and promote awareness and respect for the diverse nature of the society within which we live and in the wider world. This includes religious belief, cultural background, physical and mental ability, gender, and sexual orientation.

Aims

The aims of the policy are:

- a) To promote a positive attitude to diversity within the college community.
- b) To provide equality of access to all curricular and extra-curricular college activities for all students.
- c) To ensure that all students are able to maximise their potential and develop confidence in their abilities and identity.
- d) To ensure that no discriminatory or prejudicial attitudes or practices are evident within the life and work of the college.
- e) To ensure that the college is an equal opportunity employer.
- f) To ensure that the college adopts the guidelines for Equal Opportunities laid down by Cornwall Education Authority.

Students

All students will have equal access to every aspect of college life.

In the case of students with special educational needs, equipment necessary to enable students to take full advantage of courses will be provided wherever practicable. Minor modifications to buildings will also be the responsibility of the college.

All students will have freedom to make choices of courses within their capabilities, regardless of sex, race, religion, sexual orientation or disability.

Stereotyped images and language will be avoided. Students will be encouraged to show mutual respect, consideration and cooperation.

Employment

The college adopts the Cornwall County Council's policy on Equal Opportunities in Employment.

Job descriptions and person specifications will be prepared and applied without discrimination.

All persons qualified for a vacancy will be considered without regard to sex, religion, race, nationality or disability.

When interviewed applicants will not be asked questions on marital status, occupation of spouse, domestic arrangements with regard to children, trade union activity, political or religious beliefs or sexual orientation.

Implementation

All members of staff and governors should be aware of the Diversity Policy and adhere to its principles. As part of any staff performance management meetings, attitudes and actions should be examined for any kind of prejudice and steps taken to ensure that students are not influenced by discriminatory views, either in lessons or in the social life of the college.

The philosophy and aims of this policy should be communicated with the students through the curriculum, through PSHE, tutorials and modeling of anti-discriminatory behaviour by staff. All staff will respond with understanding to incidents of discrimination and students will be encouraged to develop this understanding.

If a student or parent becomes aware of an abuse of this policy they should inform their tutor or a trusted member of staff.

Should a member of staff become aware of an abuse of this policy in respect of a student(s) they should intervene to stop further discriminatory activity. If it is a serious abuse they should report to the Student Safeguarding Development Manager and the Head of Year of each student involved.

The Curriculum

Teaching material should be used that reflects the diversity of the human race, culture and condition on the earth.

Stereotyping of any sort should be avoided.

Whilst standard written English is taught, the richness of dialects are to be appreciated and valued.

Careful consideration should be given to the inclusion of disability, BAME groups, all religions, gender and sexual orientation in any illustrations and topics.

The proper pronunciation of all students' names is required.

Opportunities should be taken to increase awareness of the diversity of world religion, human conditions and cultures throughout the curriculum.

It is intended that all staff should be provided with material appropriate to a better understanding of the issues involved.

Racism

The college has a separate Race Equality Policy, which forms part of this Diversity Policy

Racism in any form is unacceptable.

Positive anti-racist action is required whenever a racist incident is encountered.

Good example and active involvement is required of all staff.

Students may exhibit racist behaviour in the following ways:

- Physical assault because of race or ethnicity;
- Racist graffiti in any place;
- Derogatory references such as insults, jokes and mimicry;
- The wearing of racist badges or insignia, the possession of racist material of any kind;
- Refusal to co-operate with others because of ethnicity.

Prompt action is required on every occasion.

The appropriate action will depend upon the age and experience of the student(s) concerned. It will be made clear that racism is a serious matter and will not be tolerated.

Language

The college recognizes the impact of the use of language on meeting the aims of this policy.

All language whether spoken or written should promote positive attitudes towards all people and discriminatory or stereotypical language in any setting will be challenged.

The linguistic diversity of college members is valued and used to enrich the curriculum.

Inappropriate and discriminatory language will be challenged and reported.

Gender

The college operates with respect to the Sex Discrimination Act (1975).

Students are encouraged to take responsibility for their own learning and to develop non-stereotypical attitudes towards curriculum subjects.

College staff will promote non-stereotypical attitudes to learning and aspirations. All students will be given equal access to the curriculum irrespective of gender.

The college will seek to understand and identify differences in performance on the basis of gender and to positively address any organizational effects identified as discriminatory.

The college promotes positive attitudes and respect for individual identity particularly with reference to sexual orientation. The college community will challenge homophobic language and attitudes.

Disability

The College operates with respect to The Disability Discrimination Act (1995) and the Special Educational Needs and Disability Act (SENDA) 2001.

The college will not discriminate against disabled students in their admissions and exclusions, and provision of education and associated services.

The college will not treat disabled students, staff or visitors less favourably.

The college will take reasonable steps to avoid putting disabled students, staff or visitors at a substantial disadvantage.

The College will publish an Accessibility Plan.

Religion and Belief

The college has a Collective Worship Policy.

The college will create a climate of understanding of the rich diversity of cultural and religious variations through the curriculum and careful consideration should be given to the inclusion of all religions and beliefs in any illustrations and topics.

The college will treat students, staff or visitors with equal respect regardless of their faith, creed or religious beliefs.

The college will take reasonable steps to accommodate the religious needs of any individual through consultation with that stakeholder.

The college will challenge any violation of an individual's dignity on the basis of religious belief.

The college will challenge and address attitudes that would create an intimidating, hostile, degrading, humiliating or offensive environment to any member of the college community because of their religious beliefs.

Any incidents relating to discriminatory remarks, actions or attitudes will be reported to the College's Student Safeguarding Development Manager and Head of Year.

Governors

The college governors support and adopt the philosophy, aims and intentions of this policy.

Monitoring

The headteacher will put in place a system to monitor this policy and will report annually to the college governors.