

WESTBOURNE ACADEMY BOURNEMOUTH
EQUALITY AND DIVERSITY POLICY

Statement of Commitment

Westbourne Academy are committed to providing equality and fairness for all staff, job applicants, students, homestay providers, outside contractors and agents. This is in line with regulations from the Equality Act 2010. We value the diversity of all individuals and do not discriminate against anyone because of;

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| • Age | • Sex |
| • Disability | • Marital status or civil partnership |
| • Gender reassignment | • Pregnancy or being on maternity leave |
| • Race including colour, nationality, ethnic or national origin | • Religion or Belief |

Types of Discrimination

Discrimination can come in one of the following forms:

- direct discrimination - treating someone less favourably than others because of one of the above characteristics
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but would put someone at an unfair disadvantage due to one of the above characteristics
- harassment - unwanted behaviour linked to one of the above characteristics that violates someone's dignity or creates an offensive environment for them
- victimisation - treating someone unfairly because they have complained about discrimination or harassment

Responsibilities and Actions

Wherever practical, Westbourne Academy will make any reasonable changes to the work environment or work practices that prove necessary to ensure that employees with special needs, including those with a disability, are given the same opportunities to fulfill their roles effectively as able-bodied individuals.

Selection for employment, promotion, training or any other benefit will be based upon the aptitude and ability of the individual. Westbourne Academy are also committed to preventing discrimination of any type against its employees from third parties for example suppliers, customers and the general public.

The responsibility for upholding this commitment is shared by every employee with the intention of benefitting all.

Students are encouraged to treat everyone equally and if they feel unhappy or discriminated against at any time, to speak to a member of staff and let them know.

Staff are encouraged to speak to their line manager if they feel they or another staff member are being treated unfairly relating to discrimination or inequality.

Any incidents of discrimination against an individual or reported concern of discrimination will be taken very seriously, addressed promptly, thoroughly investigated and kept in confidence by Senior Management. Breaches of this policy by an employee will be regarded as misconduct and could lead to disciplinary action being taken.