



KISIMUL GROUP

Operational and Educational Policy and Procedure

Diversity Policy

Equal Opportunities

Policy

Kisimul Group is committed to the view that all people are entitled to equality of opportunity. This view is upheld regardless of ability or disability, gender or chosen gender, age, status, religion, belief, nationality, ethnic origins or sexual orientation.

Kisimul Group's commitment to this statement will be embodied in both employment practices and all aspects concerned with the care and education of its children/young people.

Within both the care and education provisions, Kisimul will endeavour to ensure that there is equality of access to opportunity, learning and care support. Kisimul will individualise this support in order to meet the diverse needs of the population. This ethos applies to both staff development and opportunity and the provision for young people placed within Group provision.

An HR Equality and Diversity Policy sets out the commitment of Kisimul Group in providing equal opportunities for staff, and sets out the protected characteristics to account for the diversity of the potential and actual workforce.

Admission procedures for placement within the group are based on the capacity to meet individuals' Special Educational needs. There will no judgement basis on placement allied to the protected characteristics as outlined in the 2010 Equality Act, although the statements of purpose and site registrations basis place some restrictions on the type of SEN profile and the age range and gender of admitted learners.

Kisimul is committed to caring for and educating some of the most complex and challenging young people within the statutory age range. The following characteristics are protected by law within the 2010 Equality Act, and a context for application within the schools is provided.

Age – Kisimul will need to make reasonable and proportionate decisions on suitability of activities and accreditation for certain age ranges, but should not as a principle restrict participation where this is reasonable and can be identified as in the best interests of the young person.

Disability – Kisimul has a SEN and Inclusion policy, and accessibility plan which identifies the approaches and principles in relation to caring and educating young people with disabilities.

Gender reassignment – Kisimul makes no restrictions on caring and consideration for meeting the needs of young people with reassigned gender.

Race – Kisimul makes no restrictions on provision on the grounds of race or religious belief, and will aim to inclusively promote and facilitate religious and cultural practices and belief systems. The curriculum in all sites aims to promote the understanding of modern Britain and British Values, including the promotion and cultural education related to a diverse and inclusive society. Staff are trained in respect of recognising and reporting symptoms of extremism and radicalisation, and processes are outlined within the Child Protection policy for safeguards for young people vulnerable to potential abuse.

Sex – Kisimul does not discriminate opportunities and access to appropriate provision based on gender or sexual orientation, (other than where the site has a sole gender registration which limits the admission criteria).

Within Kisimul there are a host of assessment systems in place to assess pupil progress and development. As part of this appraisal, we will aim to identify the relative progress of different groups. This ensures that there is effective analysis of the differing rates of progress between genders, types of SEN, minority ethnic pupils and LAC children. We would also take care to identify the relative progress of the relatively low percentage of day pupils to those accessing residential placements.

As well as evaluating individual and cohort progression, we regularly analyse and feedback, through both local and group wide reporting procedures, incidents of bullying, pupil on pupil incidents, physical restraints, accidents and any other appropriate indicators that may flag up concerns or outline a pathway for further therapeutic, educational or social care support.

Diversity Policy

This policy encompasses and extends the above policy.

Kisimul Group aims to promote equality of access to resources and opportunities for both the children/young people of the Group and the staff employed to care and educate them thus reflecting the School Mission Statement “to continuously strive for excellence in the care and education of our children/young people”. The discussion and sharing of values forms the basis of our underlying culture, communication being the tool used to address issues of diversity and ultimately improve the quality of the learning experience both academic and social, recognising that the learning experience is shared by the children/young people and staff alike. Differences exist between people and all should be accepted and valued as able to make a positive contribution to the Group. Employees, children/young people, visitors are encouraged to express their religion, belief or culture providing such expression does not affect the legitimate rights of others.

All individuals whether staff or children/young people should be enabled to develop to their full potential and are encouraged to respect others and to

recognise exclusion through prejudice. All individuals have the right to request the address of issues. For children/young people this should be carried out via senior staff, parents or their advocate. For staff unable to address issues via their senior staff the complaints procedure can be accessed.

The Group inclusive of both children/young people and staff is diverse and this needs to be recognised in our approach to management. A diversity policy addresses a total culture and focuses on the individuals, not individual groups, as within an equal opportunities policy.

The aim is to ensure that the learner's (child/young person or member of staff during training) style and goal is matched to the learning environment and the curriculum is adapted to meet their needs.

Procedure

The School aims to: Fulfil its obligations under equality law and to take into account the following Acts:

- Disability Discrimination Act 1995
- Race Relations (Amendment) Act 2000
- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Employment Relations Act. 2004
- Employment Act 2008
- Age Equality Act 2006
- Mental Capacity Act 2005
- Human Rights Act 2010
- Equality Act 2010
- To recognise that factors such as age, religion, nationality, marital status, and responsibility to dependants, sexuality, socio-economic background, trade union activities and health may cause a disadvantage and the Group will take steps to ensure that no member of staff and no child/young person receive less favourable treatment unless this can be shown as justified.
- To address all forms of prejudice using appropriate policies and procedures such as grievance and complaints policy.
- To ensure employees returning from maternity leave, whether in full or part-time status, are treated no less favourably than any other employee.
- To take positive steps to counteract discrimination both individually and as an organisation.

- Effectiveness of this policy will be monitored via support, supervision and appraisal sessions, the recruitment policy, the equality and diversity policy and staff meetings and briefings.
- The effectiveness of the policy for children/young people will be reviewed via staff meetings, the formal review process with external organisations, and the key worker system.

Cruckton Hall is a subsidiary of Kisimul School Holdings Limited and as such will adopt relevant policies, where appropriate, from Kisimul Group.

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