



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.

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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