



South Tyneside Council

Equality & Diversity Policy



The Beacon Centre
Leading The Way To A Brighter Future



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Equality, Diversity & Accessibility Policy

Aims

To take into account the legal basis for equality of opportunities as defined by the Race Relations and Equal Opportunities Acts together with the Disability Discrimination Act. It should also be read in conjunction with the Race Equality Guidelines provided by South Tyneside local authority.

The Beacon Centre (AEBSS) aims to promote the equality of opportunities for all pupils and staff. Pupils will be offered equal access to all aspects of curriculum and associated activities. Prejudicial behaviours will be addressed as a curriculum matter and by all staff in their general interaction with the students. The Beacon Centre (AEBSS) will not tolerate bullying / intimidation or abuse which stems from gender, sexual, disability or racial stereotypes. Pupils and staff are held liable for their public opinions and may be subject to disciplinary action should they be seen to advocate intolerance or prejudice. The Beacon Centre (AEBSS) will endeavour to develop its staff on the basis of merit, to realise their individual potential.

Practice

- Pupils and parents will be made aware of the Equality and Diversity Policy.
- All young people will be offered the same curriculum opportunities.
- Young people will be given a free choice in optional activities with logistical constraints.
- Pupil groups will not be made on sexual or racist lines.
- Young people will be given the opportunity to explore the moral framework of equal opportunities within the curriculum.
- Opportunities for training will be offered to all qualifying staff.

The young people on role here are predominantly white and do not reflect the profile of the local population. Due to the untypical ethnic composition of the population it is vital that:

- Pupils appreciate the multicultural nature of local society, and are aware of the nature and unacceptability of racism.
- Any ethnic minority pupils in attendance can be confident that their cultures are valued and that while attending The Beacon Centre (AEBSS), they are safe from racial harassment and discrimination.

In the absence of significant numbers of ethnic minority pupils, the curriculum and resources used emphasise the increasingly multicultural and international nature of the British society and the community in which we all live. This is achieved by ensuring that time is given to the study of other cultures and their contribution they have made to society through English, Citizenship and other subjects where appropriate. The issue of racism is



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raised through their studies – The Holocaust, Slavery or through relevant works of fiction or through Citizenship.

Gender

We are obliged to provide a balanced curriculum for all young people which includes what is traditionally seen as male or female activities. However the gender distribution provides opportunities for peer and other pressures to restrict real freedom of choice. A tradition of boys football as part of a league has been extended to ensure that the girls are offered the opportunity to take part in a girls football league or other activities such as boxing where they have expressed an interest.

Racist or Homophobic Bullying/Harassment

The Beacon (AEBSS) take all incidents of bullying and harassment seriously. We will work towards eliminating all discrimination on the grounds of race and sexuality (including sexual orientation), and believe that all pupils, staff and stakeholders should be treated with respect at all times. We will not tolerate bullying, harassment or victimisation of any group of individuals.

Where staff come across incidents involving racist or homophobic bullying, they must report these to a Senior staff member and to comply with Local Authority procedures (PREVENT agenda), incidents which involve racist elements may need to be reported to the police. This should be done by the Service Manager or by a member of the Management Committee.

Home – School Liaison

As in any educational establishment, there are instances where the ethos runs against family opinions and traditions. It is possible that some parents / carers display and promote racist and or sexist remarks. It is recognised that the attitudes of pupils' can be influenced but not controlled; however we have the right and a legal obligation to promote equality of opportunity and this will impact upon types of behaviour and language that is acceptable in The Beacon Centre (AEBSS). There are times when this needs to be made clear to parents or carers. Any such incidents will be reported through the PREVENT agenda

Visitors

Where possible we make every effort to ensure that visitors are made aware of its equality and diversity policy to ensure that any information they provide set an appropriate philosophy.

Legislation

This policy has been produced to take into account the following acts:

Equal Pay Act 1970

Sex Discrimination Acts 1975 and 1986

Race Relations Act 1976

Rehabilitation of Offenders Act 1974

Disability Discriminations Act 1995

Race Relations (Amended) Act 2000

SEN and Disability Act 2001.



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Government Guidance on Promoting British Values 2015