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## 1. Scope

This policy applies to all those that work for the organisation including employees, governors, and agency workers.

## 2. Introduction

Kisimul schools/college are committed to the need to both eliminate unlawful discrimination and to promote equality for students, staff and others using school/ college facilities. Our schools 0 G( )JT9Ts/F1 12 Tffg



## Head of Education responsibilities

To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, learners and stakeholders

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place;







If as a member of staff, you are not satisfied with our response and feel it is right to take the matter outside of

## Appendix 1. Further information about equality and diversity

### 1. Types of unlawful discrimination

- Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).
- Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.
- Indirect Discrimination occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim.
- Discrimination arising from disability occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment.
- Discrimination arising from disability is different from direct and indirect discrimination.
- = nted conduct related to a relevant  
creating an intimidating, hostile, degrading, humiliating or offensive environment for that
- Third-party harassment occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not underby anderby anderb\*  
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**A**

**Q**

**Equality and Diversity in Schools Policy**

**T**

To outline principle of Single Equalities 2010 and how this translates into practice

**T**

All stakeholders

**E**

Available on website and cascaded at service level.

**E**

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Changes will not be made unless authorised by the document owner.

