



**GLAM ACADEMY**

**EQUALITY AND DIVERSITY POLICY**

**SEPTEMBER 2025**

**Approved by:** Natalie Lockett

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### **1.Introduction**

This policy describes the way in which Glam Academy will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act, and the Sex Discrimination Act. The policy will apply to all staff and learners, as well as any volunteers working with the provider.

### **2.Our Commitment**

To ensure all staff at Glam Academy staff will:

- Comply with and embrace equality law and maintain good practice.
- Promote the academy as an employee by reflecting the diversity of our community, wherever possible.
- Conduct all staff appointments and promotions on the basis of merit and ability in compliance with the law.
- Provide all employees with opportunities to influence the development of policies and practice.
- Promote and support education and training to increase awareness of equality and eliminate discrimination.
- Regularly monitor, assess and consult on the impact of the academy's policies and procedures to ensure they are fair and reflect staff's different needs and opinions.
- Oppose and challenge unacceptable behaviour, such as discrimination, bullying and harassment at work, and take necessary action to address it.
- Embed equality and consideration of diversity into everyday activities.

To do this, Glam Academy expect all staff to:

- Treat everyone with dignity and respect always.
- Provide the best standards of service to all members of the academy's community.
- Consider the needs and opinions of all groups.

### **3. Definitions.**

## **The Equality Act 2020 – Disability**

This plan has been prepared in response to the academy's duties under Section 88 of The Equality Act 2010.

### **Definition of Disability**

A disabled person is defined by the Disability Discrimination Act as: 'A person who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.'

The academy recognises the following duties:

- Not to discriminate against disabled pupils in their admissions and exclusions and provision of education and associated services.
- Not to treat disabled pupils less favourably.
- To publish an Accessibility Plan (known as Planning Duty).

### **The Planning Duty.**

The Act places a duty (The Planning Duty) on places of learning to prepare Access Utility Plans for

- Increasing the extent to which pupils can participate in the curriculum eg. leisure activities and visits
- Improving the physical environment to increase the extent to which disabled pupils can take advantage of education and associated services.
- Improving the delivery of written information eg. Handouts, timetables etc.

Protected Characteristics – the Equality Act 2010 offers protection to people with 'protected characteristics'

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## **4. Roles and responsibilities**

The Proprietor will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the academy, including to all staff, pupils

and parents, as well as ensuring they are reviewed and update at least once every four years.

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head of centre.

The Head of Centre will

- Promote knowledge and understanding of the equality objectives amongst staff and pupils .
- Monitor success in achieving the objectives.

All staff are expected to have regard to this document and adhere to this policy.

## **5. Concerns and Complaints**

At Glam Academy all staff will seek to provide a supportive environment for those who make claims of discrimination or harassment.

Any student who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to Senior Leadership.

Any students who harass another pupil on the grounds of and protected characteristics will be subject to disciplinary measures implemented by the academy.

## **6. Monitoring arrangements.**

This policy will be reviewed and updated in accordance with Glam Academy policy review schedule.