



**TENNIS AVENUE**

**Equality & Diversity Policy**

## 1. Equality and diversity principles

Tennis Avenue Academy is committed to equality and diversity, creating and sustaining a positive and supportive educational environment for all, in which nothing should detract from teaching and learning. All our players and staff are valued and respected as unique individuals and personalities, who contribute to academy life in different ways.

We believe that by recognising the worth of every individual, we can clear the way to producing their optimum performance. In this way, all of us can derive maximum benefit and enjoyment from their time at the Academy.

The proprietors have the overall responsibility for ensuring that we operate within a framework of equal opportunity. We all have a duty to support and uphold the principles of our equality and diversity policy and its supporting policies, to promote it, apply it and meet all relevant legal obligations and objectives.

The Academy's aspirations are in firm opposition to bullying, harassment and victimisation, so acts of this kind will not be tolerated. Allegations of these types of behaviour will be investigated in accordance with the Tennis Avenue Academy Behaviour Policy and this Equality Policy and, if substantiated, will meet with appropriate and proportional disciplinary sanctions.

## 2. The rights of our students and employees

*At Tennis Avenue Academy, everyone:*

- is to be treated with respect and dignity;
- will have their differences recognised;
- will have reasonable adjustments made, in the case of disabilities, and special needs;
- is of equal value to us and each other;
- can expect their faith, cultural background and gender choices to be respected;
- will receive fair and equal treatment in all procedures, assessments and opportunities;
- will be encouraged to reach their full potential according to their talent and merit earned;
- will carry out their responsibility to respect these rights and uphold them;
- will not contravene the principles of equality legislation and good practice;
- must never discriminate against a student, member of staff or visitor to the Academy according to a perception of their age, disability, gender alignment, marital status, maternity, race, religion/belief, philosophy, sex or sexual orientation;
- in the recruitment process, can expect to receive equal treatment and opportunity without prejudice against any personal characteristic in appointment, retention, regular employment and professional development;
- can expect to see equality of opportunity and provision in the educational curriculum;
- deserves to experience the reduction and removal of inequalities and obstacles that may previously exist between genders, sexual alignment, the disabled and able-bodied, or socio-economic backgrounds;

- has the right to bring inequalities and discrepancies in treatment to the attention of staff, so obstacles to equality can be addressed permanently by revising our policies;
- can expect to see equality objectives considered in the Academy's annual review and future improvement planning;
- will see Academy trips and activities planned in a way that enables everyone to attend;
- can expect to see intervention and justice applied in any case of prejudicial verbal or physical assault, bullying, harassment or insinuation about personal characteristics such as disability and special educational needs.
- can expect to see intervention and justice applied against incidents of racism, xenophobia, disrespect of religions (e.g. anti-Semitic or Islamophobic abuse), migrants, refugees and asylum-seekers, homophobia and sexist actions or abuse.

### **3. Religious observance**

At Tennis Avenue Academy, religious beliefs are to be respected and allowances will often be made by prior agreement to enable prayer times and festival dates to be observed. However, in return the Academy expects pupils, parents and staff who follow religions to comply with UK law at all times.

### **4. Legal framework**

Tennis Avenue Academy will implement its obligations under the Equality Act 2010 to eliminate discrimination, offer equal opportunities and promote cohesive and mutually beneficial community understanding of age, disability, maternity, ethnicity, gender, sexuality, religion/belief, philosophy and any other protected characteristics. We carry out the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010. We respect and implement in an educational context the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

### **5. Implementation of policy**

The Tennis Avenue Academy Behaviour Policy and the Anti-Bullying Policy include further information about the identification, assessment, containment, punishment and recording of incidents in which prejudice and discrimination are suspected to have occurred.

All incidents that have been brought to the Academy's attention that relate to contravention of the Behaviour Policy, Anti-Bullying Policy or Equality Policy are recorded for legal, monitoring, equivalence of proportionate sanction and revision of policy purposes.

### **6. Roles and responsibilities**

- The Proprietors are responsible for ensuring that the school complies with legislation.
- The Directors are responsible for implementing the Equality and Diversity Policy and any action plans that arise from it. The Head Coach's role includes an obligation to ensure coaching staff have appropriate training to carry out their responsibilities to the Policy and the legislation, are aware of their responsibilities and act appropriately when they suspect inequality or discrimination that contravenes either the law or Academy policies.

- All staff are expected to
  - i. challenge inequality, prejudice and discrimination;
  - ii. deal with anyone involved in inequality, prejudice and discrimination;
  - iii. support pupils for whom English is an additional language;
  - iv. keep abreast of policies and be aware of the essential points of the legal framework (e.g. Equality Act);
  - v. foster an inclusive and communally cohesive teaching and learning experience.
- The Academy will ensure that its staff receive training to understand the principles of equality law and this policy as part of their professional development.

## 7. Breaches of this policy

If a breach of this policy is substantiated, the Head Coach, Director or Proprietors will apply appropriate sanctions under the tennis Avenue Academy Behaviour Policy, proportionate to the offence. The Head Coach will also seek to raise the offender's awareness of what they have done, why it is wrong and how they should behave from that point onward. Serious breaches of common law will be reported to the Police and the Academy will comply with any investigation that the Police consider necessary.

## 8. Monitoring and revision

### 8.1 Quality assurance

This policy will be evaluated regularly and updated as part of the Academy's annual feedback and policy improvement cycle.

### 8.3 Version control

Issue	Date	Author	Status	Date to be reviewed by
Version 1.0	01/09/2018	Draft by AC	Submitted for approval	01/09/2019
Version 1.1	04/04/2019	HW	Approved	01/09/2019
	31/07/2019	HW	Approved	01/09/2020