



Equality and Diversity Policy

August 2024

(Next review date August 2025)

Safeguarding Statement

SupaJam is a post-16 specialist provider, specialising in Music, Maths, English and Preparation for Adulthood. All staff, volunteers and partners are committed to safeguarding the welfare of every person within SupaJam. Our mission is to help young people to engage and achieve within a safe and inclusive environment.

Introduction

SupaJam Education in Music and Media is committed to encouraging equality and diversity among our workforce, eliminating unlawful discrimination. The aim is for our workforce and student body to be truly representative of all sections of society, and for every person to feel respected and able to give their best.

The organisation - in providing education and training - is also committed against unlawful discrimination of staff, students, guests of SupaJam or members of the public.

Purpose of the policy

The policy's purpose is to set the standard of:

- providing equality, fairness and respect for all in our employment or care, whether temporary, part-time or full-time; not unlawfully discriminating because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation;
- opposing and avoiding all forms of unlawful discrimination. For staff, this includes in pay and benefits, terms and conditions of employment, dealing with grievances and disciplinaries, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities. For students, this includes in terms and conditions of offering placements of study, dealing with grievances and discipline, requests for time away from their programme, support within their programme, progression through SupaJam or any other development opportunities.

SupaJam Education in Music and Media commits to:

- encouraging equality and diversity in the workplace and learning environment as good practice and making business sense, where those with different backgrounds are able to offer wider experience and ideas to support the positive growth and development of the organisation;

- creating a working and learning environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and students are recognised and valued.

This commitment includes training managers and all other employees and education students about their rights and responsibilities under the equality policy.

SupaJam and Staff Responsibilities

All staff should understand that;

- they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination (Direct, Indirect, discrimination by association and by perception. Please see appendix below for related definitions) in the course of their employment, against fellow employees, customers, suppliers and the public.
- they will take seriously complaints of bullying, harassment, sexual harassment & abuse, victimisation and unlawful discrimination by fellow employees, students, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Such acts will be dealt with as misconduct under the organisation's grievance and disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence. Employers have a duty of care to reasonably ensure that staff are not subjected to sexual harassment.
- SupaJam will provide opportunities for training, development and progress to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Though equality legislation from the EU has ceased to be law in the UK, The Government in power prior to this change (January 2024), has introduced further legislation so that all protections outlined in the Equality Act 2010, that potentially linked to said legislation, remain robust (THE EQUALITY ACT 2010 (AMENDMENT) REGULATIONS 2023).

Decisions concerning staff will be based on merit (apart from in any necessary exemptions and exceptions allowed under the Equality Act).

SupaJam will review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

The Senior Leadership Team will monitor the make-up of the workforce regarding demographic information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy and any supporting action plans are working in practice, reviewing them annually and considering taking actions to address any issues.

Student Responsibilities

All students should understand that;

- they can be held liable for acts of bullying, harassment, sexual harassment and abuse, victimisation and unlawful discrimination
- they will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination
- Such acts will be dealt with as misconduct under the organisation's Code of Behaviour for Students Policy, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to permanent exclusion or become a criminal offence, which will be dealt with accordingly.

SupaJam will provide opportunities for training, development and progress to all students, who will be helped and encouraged to develop their full potential.

The Senior Leadership Team will monitor the make-up of the student body regarding demographic information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy and any supporting action plans are working in practice, reviewing them annually and considering taking actions to address any issues.

Commitment

This Equality and Diversity Policy is fully supported by the Senior Leadership Team. Details of the organisation's grievance and disciplinary policies and procedures can be found on the SupaJam Education in Music and Media website, semmuk.com

Appendix 1:

Types of discrimination recognised under the Equality Act:

- Direct Discrimination: To be denied goods, services and/or fair treatment directly because you have a characteristic covered by the Equality Act (eg. refusing service to a customer because of their race)
- Indirect Discrimination: To have goods, services and/or fair treatment denied to you due to a factor that bars you inadvertently due to having a characteristic covered by the Equality Act (eg. staff being banned from wearing head coverings which impacts some faiths).
- Discrimination by Association: To be denied goods, services and/or fair treatment because you are seen to associate with others who have a protected characteristic (eg. Being involved in ecumenical work between different faiths and experiencing discrimination from people who dislike how you are associating with certain religious groups).
- Discrimination by Perception: To be denied goods, services or fair treatment directly because you are perceived to have a protected characteristic (eg. Where somebody is perceived erroneously as gay and is refused a service and/or fair treatment on this basis).