

The New School Butterstone Equality Policy

The New School – Equality Policy

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INTRODUCTION

The New School (TNS) is committed as an organisation to promoting equality in all we do and with everyone with whom we work, educate and come into contact with.

TNS believes in maximising opportunities for everyone and promoting the value of individuality and difference.

TNS AND THE EQUALITY ACT 2010

The Equality Act 2010 underpins TNS' approach to equal treatment and access to employment, regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation.

TNS will always work within the law to be an equalities aware employer and provider of services.

TNS is committed to enable disabled people to overcome the barriers placed before them and make reasonable adjustments accordingly.

Although the Equality Act 2010 does not guarantee access to gender-specific services where restrictions are “a proportionate means of achieving a legitimate aim” TNS will always strive to ensure that transsexual people have as much support as possible in order for them to be able to play a full part in the School community.

TNS will actively promote equality across the School community by ensuring inclusion and participation, consultation and support.

INCLUSION AND PARTICIPATION

All people of all groups will be enabled to play a full part in TNS life without discrimination. This applies to students and employees. Where people wish to participate in the life of the School community to a greater extent this will be available with short/long term working groups and pieces of work.

CONSULTATION

TNS will engage in formal consultation from time to time. Consultations may be about employment matters or about possible changes to School life and so could apply to students, employees or both.

SUPPORT

Within TNS there are professionals with considerable experience and training who can provide support to people. TNS recognises however that this is not always appropriate and that external support is sometimes required. TNS will ensure as far as possible that people receive the support needed in order to maximise their time in the School community.

This Equality Policy sits alongside the suite of Policy and Procedure applicable to The New School.

The Equality Act 2010 provides the statutory basis for the Policy and practice across TNS and should be read to provide further detail when required.