Chiron OEP Anti-Discrimination Policy

Policy implemented:	May 2025
Last reviewed:	New Policy
Next review due:	May 2027

1. Summary

The Anti-Discrimination Policy at Chiron OEP aims to create a safe, inclusive, and supportive environment for all students, staff, parents, and the wider school community. This policy is designed to prevent discrimination based on race, gender, disability, sexual orientation, religion, or any other characteristic that may lead to unfair treatment.

2. Document Control

Initial purpose and scope of the new policy/procedure agreed by:	Ayesha Allen, Principal
Technical review carried out:	Craig Harris
Final quality check carried out:	Arjun Singh, Policy, Practice & Information Officer
Date implemented:	May 2025
Version Number:	1.0

Date of the next review:	May 2027
Department responsible:	Education
Job Title of Lead Person:	Principal
Author / Main Contact, including their job title (if different from above):	-

In addition to this policy, local authorities and other commissioners may have their own policies, procedures and guidance which Services must comply with. These policies should complement this policy.

However, there may be additional requirements put in place by local authorities and other commissioners and these must be adhered to. Changes must not be made to Salutem's policies and procedures without corporate approval but, where needed, local procedures should be developed to accompany these.

EQUALITY AND DIVERSITY STATEMENT

The Salutem Group is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any such factors and all will be treated with dignity and respect.

3. Headings

This policy must be brought to the attention of all employees.
The controlled version of this policy and its associated documents are available on the Blink Hub. Printed or downloaded copies are uncontrolled and may not be up to date.

4. Legal Framework

This policy adheres to the latest UK government legislation, including but not limited to:

- The Equality Act 2010
- The Children Act 1989
- The Special Educational Needs and Disability (SEND) Code of Practice

Key Questions:

- Are there any recent changes in legislation that we need to incorporate?
- How do we ensure compliance with these legal requirements?

Scope

This policy applies to:

- All students enrolled at Chiron OEP
- All staff members, including teaching and non-teaching staff
- Parents and guardians of students
- Visitors and contractors engaged with the school

Key Questions:

- Who else in our community should be included in this policy?
- How do we communicate this policy to all stakeholders?

5. Roles and Responsibilities

School Leadership

- Ensure the policy is implemented effectively and reviewed regularly.
- Provide training and resources for staff to understand and enforce the policy.

Staff

- Promote an inclusive environment and challenge discriminatory behaviour.
- Report any incidents of discrimination to the school leadership.

Students

- Understand their rights and responsibilities under this policy.
- Report any incidents of discrimination they experience or witness.

Parents and Guardians

- Support the school in promoting an inclusive environment.
- Raise concerns regarding discrimination with school leadership.

Key Questions:

- How will we communicate roles and responsibilities to each stakeholder group?
- What training will be provided to staff to ensure they understand their responsibilities?

6. Areas of Governance

This policy has been written with expert contribution from appropriate stakeholders. The Information Governance team will monitor, reflect on and gain organisational learning from the implementation of this policy. This policy will be reviewed and updated two years from implementation unless legal changes demand a more timely amendment.

The application of this policy and its associated documents is mandatory for all services staff, volunteers, agency staff and all other Salutem representatives. Staff understanding of this policy and associated documents will be assured through training, assessment of competency and supervision.

Staff understanding of this policy will be assured through training and the delivery of awareness raising workshops as deemed necessary by Divisional Management. The people we support will be involved in the review to ensure it captures the important issues for them.

7. IMPLEMENTATION STRATEGIES

- **Training and Awareness:** Regular training sessions for staff and students on anti-discrimination practices.
- **Reporting Mechanisms:** Establish clear procedures for reporting incidents of discrimination, including anonymous reporting options.
- **Support Systems:** Provide support for victims of discrimination, including counselling and advocacy services.

8. MONITORING AND REVIEW

- The policy will be reviewed annually to assess its effectiveness and relevance.
- Feedback will be sought from students, staff, and parents to inform the review process.

Key Questions:

- What criteria will we use to evaluate the effectiveness of this policy?
- How will we gather feedback from stakeholders?

9. Related Procedures

- **Incident Reporting Procedure:** Outline steps for reporting discrimination incidents.
- **Investigation Procedure:** Detail how reported incidents will be investigated and addressed.
- **Disciplinary Procedure:** Define consequences for those found to have engaged in discriminatory behaviour.

Key Questions:

- What specific steps will be included in the incident reporting procedure?
- How will we ensure transparency during investigations?

10. Useful Links

https://www.gov.uk/schools-admissions/admissions-criteria

https://www.gov.uk/government/publications/school-admissions-code--2

11. References

- The School Information (England) Regulation 2008
- The School Admissions (England) Regulations 2012
- The Education Act 2002

12. Version Control

This is a controlled document. As a controlled document, any printed copies of this document, or saved onto local or network drives should be actively monitored to ensure the latest version is always available.

Version Number	Date	Status	Changes
V1.0	May 2025	New	New