

## **Shockout Academy - Equality & Diversity Policy**

**Academic Year: 2025–2026**

### **1. Policy Statement**

Shockout Academy is committed to **promoting equality of opportunity, valuing diversity, and eliminating unfair or unlawful discrimination** in all aspects of its work, including employment, training, student services, and learning.

We recognise the value of a diverse workforce and student body and seek to create an environment where all individuals are treated **with dignity, respect, and fairness**, irrespective of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex or sexual orientation
- Offending history
- Socioeconomic background
- Caring responsibilities

The policy applies to **all staff, students, contractors, volunteers, apprentices, and service users**, across all in-person, online, or blended delivery modes.

## **2. Objectives**

Shockout Academy aims to:

1. Ensure **fair treatment and opportunity** in employment, training, progression, and service provision.
2. Promote **inclusive practices** and accessibility for all students and staff.
3. Prevent and address **discrimination, harassment, or victimisation**.
4. Encourage **awareness and understanding** of equality and diversity issues.
5. Embed equality and diversity in all policies, curriculum, recruitment, and operational practices.
6. Promote **freedom of speech and academic freedom** while balancing duty of care and safeguarding.

## **3. Scope**

This policy covers:

- Recruitment, selection, training, promotion, and employment of staff.
- Admissions, auditions, assessments, and pastoral support for students.
- Learning and teaching, curriculum content, and learning materials.
- Provision of services to clients and external stakeholders.
- Conduct, behaviour, and interactions among staff, students, and visitors.

## **4. Roles and Responsibilities**

### **4.1 Senior Leadership Team (SLT)**

- Ensure **governance, monitoring, and compliance** with equality and diversity legislation.
- Allocate resources for training, accessibility, and inclusion.
- Approve, review, and update this policy annually.

#### **4.2 Human Resources / Student Support Team**

- Implement equality and diversity in recruitment, staff development, and student support.
- Provide training and guidance for staff, contractors, and students.
- Maintain records to monitor diversity and inclusion metrics.
- Investigate complaints and grievances relating to discrimination.

#### **4.3 All Staff and Students**

- Treat others with **respect, fairness, and dignity**.
- Challenge and report any **direct or indirect discrimination, harassment, or victimisation**.
- Participate in equality and diversity training and awareness sessions.

### **5. Equality & Diversity in Practice**

#### **5.1 As an Employer**

- Provide fair recruitment, selection, promotion, and training opportunities.
- Make **reasonable adjustments** for disabled employees and staff with caring responsibilities.
- Maintain equal pay and working conditions for all staff.
- Provide a supportive and inclusive environment free from harassment, bullying, or victimisation.

#### **5.2 As a Service Provider / Education Provider**

- Ensure students have **equal access** to courses, support, and facilities.
- Provide additional support for students with **learning difficulties or disabilities**.
- Make reasonable adjustments for students with disabilities, cultural, or religious requirements.
- Monitor diversity in student admissions and progression.

- Ensure **curriculum content, teaching materials, and assessments** are inclusive and non-discriminatory.
- Promote **British Values**, community cohesion, and respect for diversity within the student body.

### 5.3 Auditions and Admissions

- Assess all applicants **solely on merit, potential, and suitability** for the course.
- Offer assistance during auditions for **students with disabilities or impairments**.
- Ensure disclosure of disabilities is respected and used to provide necessary support.

### 5.4 Appeals and Complaints

- Applicants or students can appeal on **process fairness** (not outcome).
- Complaints about discrimination, harassment, or unfair treatment are investigated **promptly, fairly, and confidentially**.
- Breaches of this policy may result in **disciplinary action** for staff or students.

## 6. Specific Equality Areas

Area	Commitments
<b>Age</b>	Respect all ages, ensure access to opportunities, challenge ageist assumptions.
<b>Disability</b>	Provide reasonable adjustments, accessible information (large print, braille, sign language), inclusive learning support.
<b>Race &amp; Ethnicity</b>	Challenge racism, provide unbiased advice, actively promote race equality, monitor representation, support English as a second language.
<b>Gender</b>	Promote equality for all genders, support trans and non-binary individuals, encourage gender balance in student and staff populations.
<b>Religion or Belief</b>	Respect religious beliefs and observances; accommodate cultural practices wherever practicable.
<b>Pregnancy / Maternity</b>	Ensure respectful treatment, prevent disadvantage, and provide reasonable adjustments.
<b>Marriage / Civil Partnership</b>	Ensure fair treatment and no disadvantage based on marital status.
<b>Sexual Orientation</b>	Provide a safe, inclusive environment for all sexual orientations.
<b>Ex-offenders</b>	Prevent discrimination, except where there is a <b>risk to children or vulnerable adults</b> .

Equal Pay	Ensure equal pay for equal work or work of equal value.
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## **7. Monitoring, Review, and Reporting**

- Equality and diversity data is collected for **staff recruitment, student admissions, and progression**.
- Policies, procedures, and practices are reviewed **annually** to ensure compliance and continuous improvement.
- SLT receives **termly reports** on diversity metrics, complaints, and outcomes.
- This policy is owned by **Vice Principal (Students)** and **HR Manager** and is subject to **annual review and version control**.

## **8. Related Policies**

- **Recruitment Policy**
- **Admissions & Auditions Policy**
- **Complaints Policy**
- **Safeguarding & Child Protection Policy**
- **Pastoral Care Policy**
- **Data Protection & GDPR Policy**