Equal Opportunities and Anti-Discrimination Policy

Organization: Performia Academy

Legal Framework: Equality Act 2010

1. Statement of Commitment

Performia is committed to fostering an inclusive, safe, and supportive environment for all students, staff, and visitors. We believe that everyone should be treated with dignity and respect. We are committed to preventing discrimination and ensuring that our services are accessible to all, regardless of background or ability.

2. Protected Characteristics

In accordance with the Equality Act 2010, Performia prohibits discrimination against individuals based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Types of Prohibited Conduct

We have a zero-tolerance policy regarding the following behaviours:

- **Direct Discrimination:** Treating someone less favourably because of a protected characteristic.
- **Indirect Discrimination:** Applying a rule or policy that applies to everyone but particularly disadvantages people with a protected characteristic.
- **Harassment:** Unwanted conduct related to a protected characteristic that violates dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

- **Victimisation:** Treating someone unfairly because they have made a complaint or supported someone else who has made a complaint regarding discrimination.

4. Scope and Responsibilities

This policy applies to all staff, contractors, students, and parents/guardians interacting with Performia.

- **Management:** Responsible for ensuring that all policies, recruitment, and service delivery are free from discrimination.
- **Staff:** Responsible for modelling inclusive behaviour, challenging discrimination when observed, and following Performa's procedures.
- **Students/Parents:** Encouraged to contribute to a welcoming community and expected to treat others with respect.

5. Reporting and Resolution

Discrimination is treated with the utmost seriousness. Any individual who believes they have experienced or witnessed discrimination should follow the staged process:

1. **Report:** Raise the concern with the Headteacher or a designated lead.
2. **Investigation:** Allegations of discrimination will be investigated promptly and confidentially.
3. **Action:** If a breach of this policy is substantiated, appropriate disciplinary action will be taken, which may include warnings, termination of contracts, or exclusion from the school.

*Note: If the situation involves a formal complaint, please refer to our **Complaints Handling Procedure**. All reports will be handled in accordance with the UK GDPR and Data Protection Act 2018.*

6. Commitment to Accessibility

Performia is dedicated to making reasonable adjustments to ensure that our educational services are accessible to disabled students and staff. If you require materials in an alternative format or have specific access requirements, please inform the Headteacher.