



CAST Angling Project – Equal Opportunities and Diversity Policy

Reviewed on 20th August 2025

To be reviewed on 19th August 2026

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Policy Statement and Aims

The CAST Angling Project recognises the diversity of its service users and is committed to the promotion of equal opportunities in all of its activities for people irrespective of disability, gender, gender reassignment, sexual orientation, religious belief or political opinion, race, colour, cultural or ethnic origin, HIV/AIDS status, nationality, age, marital or civil partnership status, geographical location, or nomadic lifestyle.

CAST is committed to:

1. Maintain and promote a positive working partnership between the school, parents, and community which fosters respect, honesty, truth, cooperation, and tolerance, preventing occurrences of unlawful direct discrimination, harassment, and victimisation.
2. Help the students understand the world in which they live, have mutual respect for the values of others and work together as a team to promote the equality of opportunities for all persons.
3. Ensure that everyone, whatever their needs and capabilities, is included and catered for, taking lawful affirmative or positive action where appropriate.



4. Regarding all breaches of Equality and Diversity opportunities policy as misconduct which could lead to disciplinary proceedings. Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
5. To value each individual and recognise and respond to the needs of all children.
6. Promoting a good and harmonious working environment in which all persons are treated with respect.
7. To support the mental well-being of our students and staff, to ensure support is offered through the curriculum; alongside the new DfE strategy plan, see [Equality and diversity - Department for Education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/993669/Mental_Health_Resources_for_teachers_and_teaching_staff_June_2021.pdf).

An appendix to this policy includes resources for mental health and wellbeing:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/993669/Mental Health Resources for teachers and teaching staff June 2021.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/993669/Mental_Health_Resources_for_teachers_and_teaching_staff_June_2021.pdf)

Defining Equality and Diversity

Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the Schools/CAST Angling Project as well as students, parents, and school governors.

Equality and Diversity within the DfE 2022:

<https://www.gov.uk/government/organisations/department-for-education/about/equality-and-diversity>

The DfE has developed a published a 5 year strategy to create an environment where everyone is able to bring their whole self to work and where honest, challenge, and innovation are encouraged and valued.

We aim to set an example as an equal opportunities employer. We strive to make sure that our workplace is attractive to people from all backgrounds; a diverse and representative workforce that enables us to deliver our business objectives.

Wellbeing and mental health support within the DfE:

The health and wellbeing of DfE colleagues is a key priority.



We follow the [thriving at work](#) standards to support all DfE employees and report on our results. We have also:

- Published a DfE wellbeing strategy which outlines how colleagues can take care of themselves and their colleagues.
- Developed a wellbeing action plan to support staff throughout the winter and into spring.
- Trained over 200 Mental Health First Aiders across the department.
- Signed up to Mind's Mental Health at Work commitment to work towards the best practise in mental health and wellbeing.

Further strategies from the government have been implemented to support the shift and changes within schools in Equality and Diversity. Links to education are found within these documents:

<https://www.gov.uk/government/publications/inspecting-teaching-of-the-protected-characteristics-in-schools/equality-and-diversity-impact-assessment-inspecting-protected-characteristics>

Relating to the Equality Act (2010), there are nine 'protected characteristics'. These are:

- Age.
- Disability.
- Gender reassignment.
- Marriage/civil partnership.
- Pregnancy/maternity.
- Race.
- Religion and belief.
- Sex.
- Sexual orientation.
- Currently with new strategies from 2020-2024, there is a new focus on relationships and sexual education for September 2021.

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Under the general duty, CAST Angling Project (Provision) must exercise 'due regard' in respect of the protected characteristics to:

1. Eliminate unlawful discrimination and harassment.
2. Advance equality of opportunity.
3. Foster good relations between different groups.
4. Create an effective RSE Programme to support CAST students targeting these areas of Equality and Diversity (See VAST PHSE/SMSC/RSE Policies).

Diversity



Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet difference needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

Employers are to recognise the strategy, as CAST is an organisation that supports this area. Our equality objectives for 2020 to 2024 are:

1. Building a diverse and inclusive workforce that reflects and understands the public we serve.
2. Ensuring all colleagues are valued and can contribute to our success.
3. Empowering and enabling all colleagues to thrive and prosper.

Valuing wellbeing, mental health, and different styles of thinking, communicating, and working are also integral to all our equality objectives. We remain committed to building our culture where everyone feels able to talk about and access the support they need. We will continue to actively consider the impact of how we work and our working environment on our wellbeing by providing effective, timely, and good quality support to colleagues who are experiencing mental health difficulties.

Supporting and overlapping with the work programme intended to achieve our equality objectives, the CMA's Corporate Action Plan (CAP) 2020 to 2022 will focus on 3 key themes in response to the 2019 staff survey. These themes are:

1. Career progression.
2. Respect.
3. Health and wellbeing with resilience.

[https://www.gov.uk/government/publications/cma-diversity-and-inclusion-strategy-2020-to-2024/equality-diversity-and-inclusion-strategy-2020-to-2024 - 2022-2024](https://www.gov.uk/government/publications/cma-diversity-and-inclusion-strategy-2020-to-2024/equality-diversity-and-inclusion-strategy-2020-to-2024-2022-2024).

[https://www.gov.uk/government/publications/charity-commission-diversity-and-inclusion-strategy-2019-to-2023/diversity-and-inclusion-strategy-2019-to-2023 - 2019-2023](https://www.gov.uk/government/publications/charity-commission-diversity-and-inclusion-strategy-2019-to-2023/diversity-and-inclusion-strategy-2019-to-2023-2019-2023).

Diversity and Inclusion Strategy



The Diversity and Inclusion Strategy sets out our ambitions for equality and diversity between 2018 and 2025, both in relation to staff and in providing services to the public.

Employers are to recognise the strategy, as CAST is an organisation that supports this area. Our equality objectives for 2020-2024 are:

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[https://www.gov.uk/government/publications/cma-diversity-and-inclusion-strategy-2020-to-2024/equality-diversity-and-inclusion-strategy-2020-to-2024 - 2022-2024](https://www.gov.uk/government/publications/cma-diversity-and-inclusion-strategy-2020-to-2024/equality-diversity-and-inclusion-strategy-2020-to-2024-2022-2024).

[https://www.gov.uk/government/publications/charity-commission-diversity-and-inclusion-strategy-2019-to-2023/diversity-and-inclusion-strategy-2019-to-2023 - 2019-2023](https://www.gov.uk/government/publications/charity-commission-diversity-and-inclusion-strategy-2019-to-2023/diversity-and-inclusion-strategy-2019-to-2023-2019-2023).

This strategy ensures that, as a department, we continue to champion equality and diversity in all that we do, whether it concerns our staff or the wider public.

A refreshed diversity and inclusion strategy will be published in 2021.

Purpose and Scope of the Policy

This Policy sets out CAST Angling Project's commitment to promoting equality and diversity. We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.



Implementation:

- Making appropriate changes to teaching resources. Focusing through our Land-Based Study Programme (Work Related aspects to Equality and Diversity), Working Party Groups, and our SMSC Programme.
- Accessing Local Authority Services e.g. Ethnic Minority and Travellers Advisory Service, EAL support, etc.
- Supporting children's emotional needs through building resilience and confidence through play, whether it is within outdoor learning or team building activities.
- Providing a varied curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- We will prioritise to support those sections of the community who are currently under represented in our service delivery, to improve the diversity of the services we offer.
- We will examine new projects and activities to ensure that equal opportunities are fully integrated into each one. In deciding priorities, it will make equal opportunity and understanding of disadvantage central to decisions reached.
- We will ensure that equality of opportunity will relate to all aspects of voluntary-statutory partnership and service delivery.
- We will take every opportunity in establishing and working in partnerships with statutory bodies, and voluntary organisations, to challenge discrimination, to promote diversity, to raise issues of inequality or to seek agreement for change or improvement.
- We will support community organisations seeking improved practice in their own work within their communities, and will provide information, and training if identified to enable those communities and organisations improve their equality and diversity in the delivery of their services.
- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.
- We will endeavour to ensure that all our services and documentation are accessible and available to people with a disability and whenever possible to modify our procedures or equipment and adapt our facilities to make full use of individuals ability and to accommodate people with a disability.

This Policy applies to:

- Schools governors.
- Staff.
- Parents.
- Students (as appropriate).
- Visitors (those known to them, under GDPR 2018).



- Multi-agency professionals.
- Contractors.

Roles and Responsibilities

All members of CAST community, governors, staff, students, parents and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practise to remove barriers and avoiding discrimination.

The promote the understanding of the responsibility will:

1. Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work.
2. Ensure pupils and visitors to our school are clear about the expectations to our commitment to promoting equality and diversity.
3. Provide training/development and updates as appropriate.
4. Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition, CAST Managers/Directors have responsibilities in overseeing, agreeing, monitoring, and reviewing the Provision's equality objectives and related activities.

Equality and Diversity in Employment

CAST Angling Projects is committed to the principal of equal opportunity in all of its activities and recognises its ability to reduce the disadvantages that people experience by having a diverse workforce which generally reflects the local community in which it works. CAST is committed to valuing diversity in its workforce.

Recruitment of both staff and volunteers for CAST must be methodical and fair, and every effort should be made to ensure that it is consistent and objective. Decisions about recruitment and selection, promotion, training and any other benefit will be made objectively and without unlawful discrimination.

Accordingly, all staff will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, volunteer, trainee or placement receiving less favourable treatment on the grounds of race, culture, nationality or ethnic origin, religion or beliefs, disability, HIV/Aids status, trade union membership or non-membership, gender, gender reassignment, sexual orientation, marital or civil partnership status, having or not having dependants, being a part time worker or fixed term worker, age or nomadic lifestyle.



The object is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, experience, skills and abilities.

Managers and Trustees have primary responsibility for successfully meeting these objectives by:

- Not discriminating in the course of recruitment, employment or placement against employees, volunteers, trainees or job applicants.
- Not inducing or attempting to induce others to practise unlawful discrimination
- Bringing to the attention of all staff and volunteers that they will be subject to the CAST Disciplinary Procedure for discrimination of any kind.

The Project Manager has key responsibility for ensuring that recruitment and employment procedures are followed which comply with current employment legislation and good practice. All staff should confer with her on all matters regarding the recruitment of staff and volunteers.

To ensure compliance with legal requirements and to help develop good working practices, the advice of professional employment advisors will be sought.

The successful achievement of these objectives necessitates a contribution from everyone and all employees have an obligation to report any act of discrimination known to them. Training for all staff and volunteers in the principles and practice of Equal Opportunities and Diversity will be made available and is identified within the Staff and Volunteer induction packs.

(Further details of practice in relation to Recruitment can be found in the CAST Safer Recruitment and Selection Policy).

Monitoring and Review

The effectiveness of the Equal Opportunities and Diversity Policy Statement will be reviewed regularly and at least every year to ensure compliance with legislation and to ensure good practice. CAST will work with other organisations and umbrella bodies such as Nottinghamshire/Derbyshire Schools, NCSP, Framework and other statutory authorities, to ensure continuing good practice.

The Policy will be reviewed by the Directors at CAST.

An action plan will be drawn up by the Management Team to ensure the effectiveness of the policy; this will include any training which may be necessary.



We will review this information annually and ongoing if highlighted incidents occur.

Bullying and Diversity Incidents

Students

CAST believes all students should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of students, staff, parents, visitors by students on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Anti-Bullying/GDPR/E-Safety/Safeguarding Policies. Contacts will be made to the Data Protection Officer (DPO)/Safeguarding Officer or the Directors.

Staff and Directors

CAST views any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

Diversity Complaints

CAST takes seriously all complaints; where a complaint is related to equality/diversity issues, the provision's procedure for dealing with complaints will apply. Complaints should be made to Mick Leivers or the other Directors (Dean Gladwin or Ash Day).

Further wellbeing support for staff can be sought through the Directors.

Complaints

Any person who believes that they have suffered any form of discrimination, harassment or victimisation during their encounter with services delivered by CAST or CAST staff or volunteers is entitled to raise the matter through our Complaints Procedure. A copy of this procedure is available from CAST on request. All complaints will be dealt with seriously, promptly and confidentially. This will be informed to Data Protection Officer/Safeguarding Officer or one of the Directors. See CAST Complaints Policy and Managing Allegations Policy.

The details of what constitutes Harassment can be found in the CAST Harassment Policy and Procedure and includes unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them.



Employees who consider that they are a victim of unlawful discrimination may raise the issue through the CAST Grievance Procedure.

Statutory Framework and Definitions

The present statutory framework within which we apply this policy includes the following legislation:

- The Sex Discrimination Act 1976 and as amended 2011
- The Disability Discrimination Act 1995 and as amended 2018
- The Race Relations Act 1976 and The Race Relations (Amendment) Act 2000
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion and Belief) Regulations 2003
- The Employment Equality (Sex Discrimination Regulations) 2005
- The Human Rights Act 1998
- The Employment Rights Act 1996 and as amended 2015/8 (Small businesses)
- The Employment Relations Act 1999 as amended 2015 (Industrial relations)
- The Employment Act 2002 and as amended 2018/9
- The Employment Equality (Age) Regulations 2006 and as amended 2015
- The Equal Pay Act 1970 and Equal Pay (Amendment) Regulations 2003
- The Protection from Harassment Act 1997
- The Equalities Act 2006
- The General Data Protection Regulations Act 2018

Contact Information

mickleivers@castap.org.uk

Further information on Equality and Diversity may be obtained from:

- The Equality and Human Rights Commission at: www.equalityhumanrights.com
- Government Direct at www.direct.gov.uk
- Investors in People – Equality and Diversity in the Workplace at: www.investorsinpeople.co.uk
- Equality, Diversity, and Inclusion Strategy 2020-2024.