

# Equality & Diversity Policy

## 1. Statement of Commitment

We are committed to providing an inclusive, safe, and supportive learning environment where every child, young person, staff member, and volunteer is valued and respected. We actively promote equality of opportunity and diversity and oppose all forms of discrimination, harassment, and victimisation.

Our practice is underpinned by the principles of the **Equality Act 2010**, which protects against discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

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## 2. Aims of the Policy

- To foster a culture of respect, dignity, and fairness for all.
- To eliminate unlawful discrimination, harassment, and victimisation.
- To ensure equality of access to education, support, and services for all learners.
- To celebrate and value diversity within our school community.
- To ensure staff and volunteers act in accordance with anti-discriminatory practice at all times.

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## 3. Anti-Discriminatory Practice

All staff and volunteers must:

- Treat learners, families, colleagues, and visitors with respect and fairness.
- Challenge discriminatory behaviour, language, or attitudes immediately.
- Actively promote positive role models and inclusive practice.
- Ensure that personal beliefs do not interfere with the fair treatment of others.
- Adapt teaching and support methods to meet the varied needs of learners.

We will take disciplinary action against any staff member or volunteer who engages in discriminatory behaviour.

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#### 4. Harassment and Bullying

We have a zero-tolerance approach to harassment, bullying, and victimisation. This includes unwanted behaviour related to a protected characteristic that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

- Learners and staff who experience or witness harassment should report it to a senior member of staff or the Designated Safeguarding Lead.
- All reports will be taken seriously, investigated promptly, and handled sensitively.
- Support will be provided to any individual affected by harassment or bullying.

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#### 5. Access to Services and Provision

We are committed to ensuring that all learners have equal access to education and support, regardless of background or need. This includes:

- Making reasonable adjustments for learners with disabilities.
- Providing accessible learning materials and environments.
- Offering support for learners with language barriers or additional needs.
- Ensuring that admission and referral processes are fair, transparent, and nondiscriminatory.
- Working with families and external agencies to reduce barriers to participation.

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#### 6. Roles and Responsibilities

- **Management and Leadership:** Ensure that equality and diversity principles are embedded in policy, practice, and decision-making.
- **Staff and Volunteers:** Uphold anti-discriminatory practice, challenge inequality, and report concerns.
- **Learners:** Treat others with respect and contribute to an inclusive learning community.

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**Designated Leads:** Monitor compliance with this policy and respond to incidents of discrimination or harassment.

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## 7. Monitoring and Review

- This policy will be reviewed annually or sooner if required by changes in legislation

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- Equality and diversity objectives will be monitored through staff training, learner feedback, and incident reporting.
- Progress will be reported to the governing body/board of trustees.

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### **8. Policy Links**

- This policy should be read alongside:
- Safeguarding and Child Protection Policy
- Behaviour Policy
- Staff Code of Conduct
- Complaints Policy
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