



## Equality Policy statement

1. a) In accordance with our company ethos we pledge:

- to respect the equal human rights of all our clients;
- to educate them about equality; and

b) We will assess our current company and implement all necessary resulting actions in relation to:

- ethnicity
- religion or belief
- socio-economic background
- gender and gender identity
- disability
- sexual orientation
- age

### Statutory requirements

The equality objectives in Section 10 below address our duties under current equality legislation, up to and including the Equality Act 2010.

The access plan in Section 11 below addresses our duty under the Special Educational Needs and Disability Act (SENDA) 2001.

The community cohesion plan in Section 12 below addresses our duty under the Education and Inspections Act 2006.

### Responsibilities

Our company directors are responsible for;

- drawing up, publishing and implementing the company's equality objectives
- making sure the company complies with the relevant equality legislation; and
- making sure the company Equality Scheme and its procedures are followed
- monitoring progress towards the equality objectives and reporting annually

Line managers are responsible for:

- making sure steps are taken to address the company's stated equality objectives;



- making sure the equality, access and community cohesion plans are readily available and that the staff, clients, and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive support in carrying these out;
- Taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents.
- Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the company.

All staff are responsible for:

- promoting equality and community cohesion in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups; and
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- Taking up training and learning opportunities.

The CEO is responsible overall for dealing with reports of prejudice-related incidents.

## **Publication and review**

This Equality Scheme fulfils statutory requirements under the terms of legislation referred to above. As it is a public document, the company governors publish it by making it available on request.

The scheme will be kept under regular review.

The company recognises and values all forms of achievement. We will monitor and analyse client performance by ethnicity, gender, disability and special educational.

Clear procedures are in place so that all forms of bullying and harassment, including racism and harassment related to disability, sexism and homophobia, are dealt with promptly, firmly and consistently and are in line with relevant policies and guidance such as those for anti-bullying and dealing with racist incidents.



All forms of harassment are recorded, monitored and dealt with in line with relevant company policies.

We encourage staff to explore their own views and attitudes to difference and to monitor their practice in relation to this policy. Adults in company take care to lead through example, demonstrating high expectations of all clients.

## **Partnership with clients, parents, carers and the wider community**

The company adheres to recruitment and selection procedures which are fair, equitable and in line with statutory duties and Council guidelines.

Equality and diversity issues are reflected in our company's employment practices

Everyone associated with the company is informed of the contents of this policy. All staff and visitors must support the ethos of the company, promoting equality and challenging bias and stereotyping wherever they observe it.

We will ensure that staff training continually highlights equality issues. Equality is incorporated in the induction programme for new staff.

The skills of all staff, including non-teaching and part-time staff are recognised and valued. All staff are given status and support and are encouraged to share their knowledge.

Staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy.

Staff and visitors provide a wide range of role models and the company strives to reflect the diversity of the local and wider community.

This company opposes all forms of racism, homophobia, prejudice and discrimination.

## **Leadership and management**

Resources and displays in our company reflect the experience and backgrounds of clients, promote diversity and challenge stereotypes. They are reviewed regularly to ensure that they reflect the inclusive ethos of the company.

**Last reviewed: 05/07/2020 by Ashley Wells – Director**