

P07 SKAPE Equality and Diversity Policy

INTRODUCTION

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who have a shared characteristic and those who do not.

SKAPE Alternative Provision Centre will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.) We are committed to advancing and achieving equality of opportunity for all students, parents /carers / associated persons, staff and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

SCOPE

This policy encompasses the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

VALUES PRINCIPLES AND STANDARDS

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice

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- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff
- commitment to fair and open recruitment processes
- accountability for compliance with this policy by all members of the SKAPE Centre.

EQUALITY OBJECTIVES

We aim to provide the highest possible education and development for all of our students. The ethos of our Centre clearly reflects our commitment to fully including and respecting all members of our community at SKAPE.

We have set ourselves the following objectives:

- To ensure that staff and the governing body are aware of current legislation surrounding equality and diversity and understand the Centre's responsibility
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our Centre community.
- To promote mental health awareness and develop appropriate interventions where necessary
- Actively work to close gaps in attainment and achievement between students for all groups of students, where practicable; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Ensure good accessibility across the centre for students, staff and visitors with disabilities, including access to specialist teaching areas.
- Monitor the incidence of the use of homophobic, sexist and racist language by students in the Centre.
- To review and revise the Programmes of Study developed and the National Curriculum followed so that it represents a diverse culture and society and encourages tolerance and respect.

COMMUNICATION OF EQUALITY AND DIVERSITY POLICY

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff and visitors to the Centre.

RESPONSIBILITIES AND ACCOUNTABILITIES

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The SKAPE Centre staff and management are responsible for:

- making sure the Centre follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality.

The SKAPE Centre manager is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the Centre
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the Centre implements its equality and diversity policies and codes of practice.

SKAPE Centre staff (teachers and teaching assistants) are responsible for:

- putting the Centre equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation.

All staff (teaching and non-teaching) are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors
- keeping up to date with equality law and participating in equal opportunities and diversity training.

Students are responsible for:

- respecting others in their language and actions
- obeying all of the Centre equality and diversity policies and codes.

MONITERING AND REVIEW

The Equality and Diversity Policy is subject to consultation with the SKAPE Centre staff as and when it is updated. The policy requires a review every 3 years, unless there are updates to legislation in advance of this that would require a review.

Signed: *L. James*

Date: 03/03/25

Print Name: L. James

Reviewed: Annually

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Date	Reason for Change	Approved By	Revision Number
23/07/23	Initial Policy	K Watson	01
23/07/24	Policy Review	K Watson	02
03/03/25	Policy Review	K Watson	03