



## Equality Policy

### Why we have developed this Equality Policy

This Equality Policy for The Old Post Office Wellbeing Hub (venue) and The Old Post Office C.I.C. (the Organisation) includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities at The Old Post Office Wellbeing Hub, The Old Post Office C.I.C. and within our local, national and global environments. The Old Post Office Wellbeing Hub and the Organisation embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

Our Equality Policy is inclusive of our whole school community – pupils/students, service providers, service users, parents/carers, visitors and partner agencies - who we have engaged with and who have been actively involved in and contributed to its development. The purpose of this Policy is to set out how our practice and policies have due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity, and
- foster good relations between groups. It explains how we aim to listen to and involve pupils, service providers, service users, parents and the community in achieving better outcomes for our children and young people.

### The Old Post Office Wellbeing Hub and The Old Post Office C.I.C. within the wider context

The national demographic presents an ever-changing picture in terms of age, ethnicity, disability and social deprivation. We are aware that the East Sussex has a broad range when we look at the economy, jobs and prosperity; education, learning and skills; and health and wellbeing (Information sourced from 'East Sussex in Figures'

<https://www.eastsussexinfofigures.org.uk/webview/index.jsp?catalog=https%3A%2F%2Fwww.eastsussexinfofigures.org.uk%3A80%2Fobj%2Fcatalog%2FCatalog53&submode=catalog&mode=documentation&top=yes>.) We aim to ensure that our provision is suitable for everyone.

### Overall aims of our Equality Policy

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our facility and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.

To ensure that equality and inclusive practice are embedded across all aspects of The Old Post Office Wellbeing Hub and the Organisation's provision, the Equality Policy refers to the UN Convention on the

Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes.

Issues relating to adults using The Old Post Office Wellbeing Hub and representing the Organisation can be embraced under these themes.

## **Our approach**

We seek to embed equality of access, opportunity and outcome for all members of our community, within all aspects of The Old Post Office Wellbeing Hub and the Organisation's provision.

## **We actively seek out opportunities to embrace the following key concepts:**

- Shared Humanity - Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality.
- Valuing difference and diversity - We appreciate the richness within our differences and look for ways of celebrating and understanding them better.
- Interdependence, interaction and influence - We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other.
- Social cohesion within our facility and within our local community.
- Excellence - We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere.
- Personal and cultural identity - We will provide opportunities to explore and value the complexity of our personal and cultural identities.
- Fairness and social justice - We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society.

## **Our vision statement about Equality**

The Old Post Office Wellbeing Hub and those representing the Organisation seek to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

We recognise that there are similarities and differences between individuals and groups, but we will strive to ensure that our differences do not become barriers to participation, access and learning and to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

## **Our duties**

We recognise and accept our equality duties as set out in the Equality Act 2010 and have sought to involve the whole school community in the process in order to ensure better outcomes for all. We have due regard to the need to ensure that persons with a protected characteristic are not disproportionately, negatively impacted as a result of our decision or policy making. We positively foster good relations between different groups of pupils and The Old Post Office Wellbeing Hub and Organisation's community.

We will consider whether to provide auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment, particularly where the child is not provided for under an SEN statement, or where the statement does not provide the auxiliary aid or service.

We are also guided by the United Nations Convention on the Rights of the Child.

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of The Old Post Office Wellbeing Hub and within the Organisation, including the provision of extended services. These opportunities are likely to include all or some of the following, dependent on our current priorities.

- the engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies
- preparation for entry to The Old Post Office Wellbeing Hub or to be supported by the Organisation
- The Old Post Office Wellbeing Hub and Organisation's policies
- breaks
- interaction with peers
- opportunities for assessment and accreditation
- behaviour management approach and sanctions
- The Old Post Office Wellbeing Hub and the Organisation's arrangements for working with other agencies
- preparation of pupils for the next phase of education
- learning and teaching and the planned curriculum
- classroom organisation
- timetabling
- grouping of pupils
- access to school facilities
- activities to enrich the curriculum
- service provider's welfare

## **The roles and responsibilities within our school community**

The Directors of The Old Post Office Wellbeing Hub and the Organisation will:

- ensure that service providers, parents/carers, pupils/students and visitors and contractors are engaged in the development of and informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure service providers have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that The Old Post Office Wellbeing Hub and the Organisation's actions are in line with the best advice available
- monitor the policy and review annually

- ensure that all service users are kept up to date with any development affecting the policy or actions arising from it

Our parents/carers will:

- be given accessible opportunities to become involved in the development of the Policy
- have access to the Policy through a range of different media appropriate to their requirements
- be encouraged to actively support the Policy
- be encouraged to attend any relevant meetings and activities related to the Policy
- be informed of any incident related to this Policy which could directly affect their child.

Our service providers will:

- be involved in the development of the Policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole team issue and support the Equality Policy
- make known any queries or training requirements.

Relevant voluntary or community groups and partner agencies will:

- Be involved in the development of the Policy
- Be encouraged to support the Policy
- Be encouraged to attend any relevant meetings and activities related to the Policy.

### **Commissioned services (buying in services)**

When buying goods and services from external suppliers, we ask the following questions to help ensure that equality issues and duties are taken into account:

- Could the proposed procurement affect the duty to eliminate discrimination and harassment and to promote equality of opportunity amongst The Old Post Office Wellbeing Hub and the Organisation's community?
- If so, is there a need to include some equality requirement within the contract and what would this be?

We ensure that contract conditions require contractors to comply with the relevant legislation and with our equality policy and we require similar compliance by any subcontractors.

### **Our Service Providers**

We comply fully with legislation which protects our service providers from discrimination based on the protected characteristics. With regard to disability, we make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled.

This includes discrimination in relation to recruitment, terms and conditions, dismissals, training and employment practices (such as dress codes) and disciplinary procedures. We make efforts to ensure that the diversity of our workforce reflects that of our local community and wider society.

We will ensure the safety and well-being of our service providers and take seriously and act on incidents of harassment and discrimination recognising that our service providers may be either victims or perpetrators.

We interpret our duties positively; take the necessary actions to remove barriers to inclusion and work hard to ensure a safe, positive and inclusive environment. Our service providers have undertaken training to help them understand their equality duties/and or the differing needs of protected groups within our school community. We have mechanisms in place to identify areas for development.

## **Responding to hate or prejudice-based incidents and bullying**

We recognise that hate incidents or prejudice –based bullying behaviour is driven by negative assumptions, stereotypes or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. We will take action to prevent, challenge and eliminate any such behaviour.

We recognise that we as individuals and society often struggle with difference of any kind (perceived or actual), which can result in seizing upon the most visible sign of difference e.g. skin colour or disability.

Through The Old Post Office Wellbeing Hub and the Organisation's ethos and curriculum, we want our pupils/students/service users to understand better the diversity that exists in society. We want to provide opportunities for them to explore the subtleties and complexities in order to prevent and respond to incidents and situations. We will address the experience, understanding and needs of the victim, the perpetrator, bystanders and the wider community of The Old Post Office Wellbeing Hub and the Organisation through our actions and responses.

We will record all hate incidents and prejudice based bullying. We will use this information to identify trends and patterns, so that we have approaches in place to provide appropriate responses in terms of support for victims and their families, sanctions and support for perpetrators and their families and education for our children, young people and communities.

Further information can be found in our Behaviour Policy and Safeguarding Policy.

## **Implementation, monitoring and reviewing**

This policy was published on 27.9.23 and it will be actively promoted and disseminated.

Implementation, monitoring and review are the responsibility of Anita Auer and stakeholders who have agreed and published this policy which sets out our priorities and supports these with specific and measurable objectives.

We will report annually on the policy and analyse whether our policy and related objectives have furthered the aims of the general equality duty and in particular educational outcomes for all within The Old Post Office Wellbeing Hub and the Organisation's community with reference to the protected groups.

## **Equality Objectives**

Using the views of pupils, parents, staff and community and analysis of the information as outlined above we have set ourselves specific and measurable objectives that will help us achieve the aims of the general equality duty. These will be reviewed and published every year.

This policy is approved and robustly endorsed by The Old Post Office Wellbeing Hub and the Organisation, and is due for renewal every year.

Signed \_\_\_\_\_ *Anita Auer* \_\_\_\_\_ Mrs Anita Auer (DSL)

Signed \_\_\_\_\_ *Paul Auer* \_\_\_\_\_ Mr Paul Auer (Director)

Date: 19.6.24

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