

The Dragonfly Programme

Equality and Diversity Policy



Company number 15787098
Registered In England and Wales

Approved by	Director Sonia Bush
Initial Ratification	12/9/2024
Next review due	12/9/2026

Introduction

This Equality and Diversity Policy sets out the commitment and approach of The Dragonfly Programme to promoting fairness, respect, and inclusion for all students, staff, and stakeholders. We recognise that every individual brings unique perspectives and experiences, and we are dedicated to creating an environment where everyone feels valued, respected, and supported to achieve their full potential.

Policy Statement

At The Dragonfly Programme, we firmly believe that equality and diversity underpin the wellbeing, engagement, and academic progress of all learners. We are committed to eliminating discrimination, advancing equality of opportunity, and fostering good relations among all members of our community. This policy is informed by the Equality Act 2010 and other relevant UK legislation and statutory guidance.

Scope

This policy applies to:

- All students enrolled at The Dragonfly Programme
- Staff, volunteers, and contractors
- Parents, carers, and guardians
- Visitors, external agencies, and partners

Aims and Objectives

- To provide an inclusive and supportive learning environment where all are treated with dignity and respect
- To ensure that all forms of unlawful discrimination, harassment, and victimisation are challenged and eradicated
- To promote understanding and acceptance of diversity, including but not limited to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- To embed equality and diversity into all policies, procedures, and everyday practice
- To raise awareness of equality and diversity among staff, students, and stakeholders
- To ensure that reasonable adjustments are made for those with additional needs or disabilities
- To foster a culture of respect, openness, and celebration of difference

Legal Framework

This policy is developed in accordance with the following legislation and guidance:

- The Equality Act 2010
- Children and Families Act 2014
- Special Educational Needs and Disability Code of Practice (SEND) 2015
- Human Rights Act 1998
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2024

Roles and Responsibilities

The Director

- Upholds the principles of equality and diversity and ensures compliance with legal obligations
- Monitors the implementation and effectiveness of this policy
- Ensures that appropriate resources and training are available to staff

The Senior Leaders

- Promote the values of equality and diversity throughout the organisation
- Ensure that the policy is communicated to all students, staff, and stakeholders
- Deal promptly with incidents of discrimination, harassment, or victimisation
- Provide regular training and development opportunities on equality and diversity
- Monitor progress and report outcomes relating to equality objectives

All Staff

- Maintain high standards of professional conduct in line with equality and diversity principles
- Model inclusive behaviours and language in their interactions
- Identify and challenge inappropriate attitudes and practices
- Support the needs of all learners, making reasonable adjustments where required

Students

- Are expected to treat others with respect and dignity
- Report any concerns or incidents relating to discrimination or exclusion
- Participate in activities and learning that promote understanding of equality and diversity

Promoting Equality and Diversity in Practice

At The Dragonfly Programme, we will:

- Ensure that our reflects and celebrates diversity
- Provide targeted support and interventions for students at risk of discrimination or exclusion
- Ensure that all schemes of work and learning resources are accessible and non-discriminatory
- Encourage student voice and participation in shaping our policies and practices
- Provide accessible facilities and learning environments for students with disabilities
- Celebrate key events such as Black History Month, Disability Awareness Week, and Pride Month

- Establish clear procedures for reporting and responding to incidents of discrimination, harassment, or bullying

Recruitment, Staff Development, and Training

- Recruitment and selection processes will be fair, transparent, and based on merit
- Monitoring data will be collected and analysed to ensure representation and inform improvements
- All staff will have access to training on equality, diversity, and inclusion
- Professional development opportunities via training will be accessible to all staff members
- Reasonable adjustments will be made for staff with disabilities or other needs

Supporting Students with Additional Needs

- We are committed to ensuring that all students, including those with special educational needs or disabilities (SEND), have equal access to all activities.
- We will work closely with families, carers, and external agencies to ensure the best outcomes for students

Bullying and Harassment

- All forms of bullying, harassment, and victimisation are unacceptable and will be dealt with promptly and effectively
- Clear mechanisms are in place for students, staff, and stakeholders to report concerns
- Investigations will be carried out impartially and with sensitivity

Monitoring and Review

- The implementation and effectiveness of this policy will be monitored regularly by the senior leadership team and Director
- Feedback from students, staff, parents, and stakeholders will inform future policy updates

Complaints Procedure

- Any individual who believes they have been subject to discrimination, harassment, or victimisation is encouraged to report the matter to a member of staff or the leadership team
- All complaints will be treated seriously, investigated promptly, and resolved fairly
- Support will be offered to those affected throughout the process

Communication

- This policy will be made available to all students, staff, parents/carers, and stakeholders via our website and in alternative formats upon request
- Regular updates and training sessions will ensure ongoing awareness and understanding of equality and diversity issues

Links to Other Policies

This Equality and Diversity Policy should be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Behaviour and Anti-Bullying Policy
- Staff Code of Conduct

Policy Review

This policy will be reviewed annually, or sooner if there are significant changes in legislation or best practice. The review process will involve consultation with students, staff, parents, and stakeholders to ensure the policy remains fit for purpose.

Conclusion

At The Dragonfly Programme, we strive to be a beacon of inclusivity, where diversity is celebrated and every individual is empowered to contribute and succeed. Upholding equality and diversity is not just a legal obligation, but a core value that enriches the learning experience and strengthens our community.