



## **The Peaceful Pony CIC**

# **Equality and Diversity Policy and Procedure**

Approved by: Holly Lockwood-Waduge: Director of The Peaceful Pony CIC  
Approval Date: 20/05/2024

Prior policy review: 11/06/2022  
Next Review: 20/05/2026

The Peaceful Pony CIC has a fully inclusive culture. We which promotes and values diversity and strives to provide equality of opportunity for every child, young person and adult.

The Peaceful Pony will ensure equal opportunities will be provided regardless of a child or young person's race, belief, gender, gender identity, special educational needs or disability. We will ensure every child/ adult feels SEEN and supported.

The Peaceful Pony will provide an environment that removes barriers that can create discrimination; this can be physical, attitudinal or institutional. It will be the responsibility all employees/ volunteers/ learners to challenge prejudice, recognise the diverse needs individuals and to help create a safe space where people feel accepted.

### **Legal Frameworks**

The Equality Act 2010 provides a legal framework which protects the rights of individuals and advances equality of opportunity for all. There are nine protected characteristics, making it unlawful to discriminate on the grounds of:

- Age
- Disability (those who have, or have had, a disability)
- Gender Reassignment (no longer required to be under medical supervision)
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief (including lack of belief)
- Gender
- Sexual Orientation

The rights of children with special educational needs or disabilities are also protected by the SEND Code of Practice 2014.

The Peaceful Pony CIC will ensure regular reviews of practice, policies and procedures to make sure they do not discriminate against anyone with the 'protected characteristics' stated in the Act.

## **Statutory Requirements**

The Equality Act covers all aspects Alternative Education 'life' and how our organisation will support and work with all children, parents and carers, employees and members of the community.

Everything our organisation does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage.

The Peaceful Pony will give due regard to the Public Sector Equality Duties of the Act which states they must do the following:

*“Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act advance equality of opportunity between people who share a protected characteristic and those who do not foster good relations between people who share a protected characteristic and those who do not”.*

## **Reasonable Adjustments**

The Peaceful Pony CIC will always ensure each child and adults are provided with reasonable adjustments. This duty will mean our organisation doesn't just think out of the box but will ensure there are no limits to ensuring each child/ adult has unique support plans to ensure not only their needs are met, but any disadvantages may not occur.

## **Equality and Exclusion**

The Peaceful Pony do not believe in imposing exclusions on our young people/ adults attending. It is our role to assess and adapt to the needs of each person attending our service as well as responding to risks. Only in very serious cases where the organisation feels it cannot meet the safety of the child/ adult or there are significant risks to others would our

organisation consider we may not be the right alternative education setting for this individual.

If this were to ever occur, The Peaceful Pony would ensure the child/adult is treated lawfully, provided with clear rationales, our reasons are reasonable, fair and proportionate. The Equality Act 2010 nine protected characteristics will also be upheld to the highest regard.

It will also be the duty of the organisation to follow all safeguarding recommendations/policies as well as ensure the child/ family/ statutory partners are supported during any transitions.

### **Importance of home language and English Additional Language**

A child and young person's home language is part of their identity. It's a connection to their family, community and culture. The Peaceful Pony will always ensure where a child/ adult's primary language is not English an interpreter and other reading/ educational materials are made available.

Assessment and guidance resources to assess EAL progress use the following links:

- Home language assessment - Bell Foundation guidance on EAL assessments
- How do I assess an EAL learner? - Bell Foundation guidance and tips on assessing EAL learners

For guidance and learning resources to support EAL pupils use the following links:

### **Useful resources online**

Links to resources suitable for EAL learners from E.A.L Children

- EAL Programme - Bell Foundation programme to improve educational outcomes of disadvantaged EAL children
- EAL guidance for parents - Free Bell Foundation support for EAL parents and carers and their EAL children
- National Association for Language (NALDIC)- National subject association for EAL.

**For learning resources to support early years EAL pupils use the following links:**

Early Learning HQ - Includes planning documents and lesson plans for early years.

- The EFL Playhouse - Free EAL learning resources including games, rhymes, songs and craft ideas
- For learning resources to support primary EAL pupils use the following links:

15 best free printable books for early reading 2024 - Suitable for EAL children aged 4 to 8 years EAL and bilingual resources.

EAL teaching resources for primary learns/ staff from Primary Resources

**For resources to support secondary EAL children's use the following links:**

LearnEnglish Teens - British Council support for EAL students including English writing and listening practice, exam tips and grammar and vocabulary exercises

English Language Support Programme (ELSP) - University of Surrey resources and activities to support EAL children and adults.

**Children and Adults from ethnic minority backgrounds-**

For guidance and resources to support cultural inclusion use the following links:

- Education publications - Runnymede Trust evidence-based interventions to overcome racial inequality
- Find classroom resources - British Council resources to explore different cultures, discuss international issues and carry out joint projects
- Red Card Education Hub - Free access to Show Racism The Red Card teaching resources and lessons
- Show Racism The Red Card - UK-wide advice, face-to-face and online training and downloadable resources
- Gypsy, Roma and Traveller pupils

The Essex Countywide Traveller Unit (ECTU) provides outreach support service guidance to children and young people, their families and schools.

This includes help with the following:

- access and applications to pre-school, school and further education
- access to health and wellbeing services - including benefits, dental services, domestic violence services, GP registration and housing support
- applications for school transportation
- carrying out joint visits and providing support for missing education and home education
- supporting parents and schools with meetings about young people's behaviour, engagement and appeals
- supporting referrals to specialist agencies and ongoing engagement
- For more guidance and support around equality for Gypsy, Roma and Traveller pupils visit the Friends, Families and Travellers (FFT) website.

## **Refugees**

For guidance and resources to support refugees use the following links:

- New arrivals - Bell Foundation guidance around children
- Oak National Academy - Auto-translated online lessons for Ukrainian children arriving in the UK to help them access education in their native language.
- Welcoming refugee and asylum-seeking learners - Bell Foundation resources for schools for learners who speak English as an additional language (EAL)