

Equality & Inclusion Policy

Title	Equality and Inclusion Policy
Summary	This policy sets out your commitment and approach to equality, diversity and inclusion.
Purpose	To ensure that all stakeholders are aware of this policy and its application in relation to equality, diversity and inclusion for all pupils and staff.
Operational Date	02/01/2022
Frequency of Review	Every 2 Years
Date last Reviewed and Approved by Board of Governors	02/01/2022

1. Introduction

Blackburn Youth Darts Academy is committed to equality and inclusion.

We recognise the value of diverse environments and strive to promote a culture in which all Students, staff and members of the Academy community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

We are committed to an ethos and culture of inclusion in our **Academy** for all pupils, irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).

Blackburn Youth Darts Academy is an inclusive Academy where we focus on the well-being and progress of all our children and young people and where all members of our Academy community are of equal worth.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development.

We oppose all forms of unlawful and unfair discrimination and bullying and harassment. As an Academy, we recognise the need to champion equality and ensure inclusion for all Students in the full life of our Academy; where appropriate making necessary adjustments to enable everyone's participation.

Blackburn Youth Darts Academy believes that Darts Education (both formal and informal learning) is fundamental to equality of opportunity. All young people should be able to learn and develop fully in a truly diverse and inclusive environment.

All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures.

2. Mission and Values

Blackburn Youth Darts Academy Mission is to Promote the sport of Darts to Young People in Blackburn and the surrounding areas to offer a Diversionary element to their daily lives.

Blackburn Youth Darts Academy Values the importance for everyone learn and receive the same opportunities equally.

Blackburn Youth Darts Academy has developed this policy as a statement of its commitment to promoting equality, diversity and inclusion within our Academy community. It seeks to ensure that all Members of the Academy are valued equally, regardless of religion or belief, disability, race, gender, sexual orientation or transgender identity. Whilst socio-economic status is not a specified ground under

the equality legislation, the barriers and inequalities experienced by equality groups can also be exacerbated by poverty and social exclusion.

3. Equality and Inclusion – Policies

Through this policy, and the wider practices within **Blackburn Youth Darts Academy** we seek to empower our young people to embrace diversity and challenge discrimination. We equip our staff to fulfil their legal responsibilities, ensure that our Academy's safeguarding procedures are comprehensive and inclusive and enable robust monitoring of our progress as an Academy.

Inclusion underpins all our Academy policies.

As part of our overall Academy policy development there are a number of policies that we must have in place and regularly review to ensure our Academy is addressing its statutory responsibilities. These include Anti-bullying Policy, Safeguarding Policy, Positive Behaviour Policy, Dress Code Policy and Equal Opportunities Policy. Any arising incident will be dealt with by the appropriate policy. There should never be any grey areas when it comes to young people's safety and well-being.

This is supplemented by a range of other policies that as an Academy we feel are important to have for our whole community. It is our belief that equality and inclusion is central to **all** of our policies and that we maintain an ethos that welcomes diversity and promotes equal opportunities for all, ensuring all our Students and their families feel valued and supported and making sure that equality and inclusion is evident in everyday Academy life.

Blackburn Youth Darts Academy has the following Policies in place;

- Anti-Bullying Policy
- Equal Opportunities Policy
- Complaints Policy and Procedure
- Safeguarding and Child Protection Policy
- Positive Behaviour Policy
- Academy Development Plan

4. Responsibilities

The Blackburn Youth Darts Academy's Committee have overall responsibility to:

'Promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation that affect its statutory duties in relation to the Academy.

The Committee have overall responsibility to manage the implementation of equality and diversity in our Academy.

The **Academy Director** is responsible for:

ensuring policies and procedures are in place to comply with equality legislation;

- ensuring the Academy implements policies and practices in line with the principles of equality and inclusion;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- ensuring appropriate training and awareness raising is undertaken with staff;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

The **Academy Officials Team** are responsible for:

- putting the school's equality and inclusion 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 where necessary.

The Academy's Safeguarding Team (led by the Designated Officer) will manage the implementation of the policy in partnership with the Academy Director.

All Academy Staff (Coaches and non-Coaches) have a responsibility for the day to day operation of this policy and will contribute to an inclusive and welcoming environment within the Academy.

Students are responsible for:

- respecting others in their language and actions;
- following all of the relevant Academy policies and codes of conduct in line with the principles of equality and inclusion.

5. How do we promote Equality and Inclusion?

Blackburn Youth Darts Academy promotes equality and inclusion within our Academy through the following activities:

Academy Practices

- Develop a whole Academy approach
- Have an inclusive mission statement
- Use a range of resources and teaching approaches
- Use appropriate terminology and language
- Tackle stereotypes
- Challenge homophobic, transphobic or any other type of bullying
- Increase the visibility/ role modelling of minority groups
- Set clear expectations about acceptable behaviour

- Nominate a diversity and inclusion champion
- Have Equality and Inclusion as a regular topic at Committee meetings
- Have regular Diversity Training for **all** staff

Facilities/ Services

- Using translated documents where available
- Have allocated accessible parking
- Having all accessible toilets/changing facilities
- Having an accessible entrance and building
- Having signage, displays and resources reflecting all languages and cultures throughout the Academy
- Considering flexible payment schemes when planning trips and extra-curricular activities
- Helping young people to access advice from support organisations including notice boards with clear and accessible information and contacts

6. Monitoring the Success of the Equality and Inclusion Policy

The policy will be monitored via a range of methods:

- Team meetings to have Equality & Inclusion as an agenda item;
- Committee to report on the successes and challenges in relation to inclusion;
- Number of bullying incidents by equality characteristic to be monitored and appropriate action taken as necessary;
- Number of comments and complaints in relation to equality and inclusion to be monitored;
- a Record of training / information presented to staff/Students to be kept
- Positive stories on equality and inclusion to be highlighted
- Feedback from Students, staff, parents and the wider community to be sought regularly

7. Complaint's Procedures

The Academy has a robust and transparent Complaints procedure. If a complaint is made regarding equality or inclusion, the Complaints process will be fairly and systematically applied. Access to the Complaints procedure can be found on the Academy website at www.blackburnyouthdartsacademy.co.uk

8. Review cycle of policy

The Equality and Inclusion Policy will be reviewed by all stakeholders and, if required, updated every **Two** years in line with our Academy policy review cycle.