

Equality, Diversity and Inclusion Policy



Approved by:	Active Learning
Last reviewed on:	01/09/2023
Next review due by:	01/09/2024

***Service Users** - Referring to individuals (students, parents or external providers) who may utilise the organisation's services.

Active Learning is committed to equality, diversity and inclusion in all aspects of our work, and eliminating unlawful discrimination.

The aim is for our students, parents, external providers and staff to be truly representative of all communities and feel respected, valued and heard.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all individuals who are accessing/providing services, whether this is in a short/long term capacity.
2. Ensure that the protected characteristics of the Equality Act 2010 are upheld, and none of our service users are unlawfully discriminated against based on:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination for employees.

This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

4. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

5. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our commitments

The organisation is committed to:

1. Ensure that the equality information and objectives as set out in this policy are published online and communicated throughout Active Learning's practices, including service users and staff.
2. Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
3. Promote knowledge and understanding of the equality objectives among staff and students.
4. Monitor success in achieving the organisation's objectives and report back to service users and staff.
5. Staff are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.
6. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September/April.
7. The directors are responsible for monitoring equality issues, and should regularly liaise regarding any issues and make staff and service users aware of these as appropriate.
8. As set out in the DfE guidance on the Equality Act, Active Learning aims to advance equality of opportunity by:
 - Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. students with disabilities, or LGBTQ+ students who are being subjected to homophobic bullying)
 - Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times)
 - Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)
9. In fulfilling this aspect of the duty, the school will:
 - Share attainment data each academic year showing how students with different characteristics are performing with staff and service users
 - Analyse attainment data to determine strengths and areas for improvement, implement actions in response and publish this information
 - Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
 - Share further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students

- This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.
- Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

Active Learning aims to build positive partnerships between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in Personal, Social, Health and Economic (PSHE) education, but also activities in other curriculum areas
- Holding group sessions for service users and staff dealing with relevant issues. Students will be encouraged (where relevant) to take a lead in such sessions and provide their view
- Working with our local community. This includes inviting individuals who work within the same communities as our students to share in their areas of expertise
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Next steps for improvement

Adapt the organisation's policy to take into consideration intersectionality.*

*The concept of intersectionality describes the ways in which systems of inequality based on an individual's race, gender, sexual orientation, ethnicity, disability, gender identity, or class and other forms of discrimination "intersect" to create unique dynamics and effects.

Links with other policies

This document links to the following policies:

Accessibility Policy

Child Protection & Safeguarding Policy

Online Safeguarding Policy

Staff, Student and Parent Code of Conduct

Sustainability Statement (Work in Progress)