



Equality Policy

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Last reviewed on:	[Date]
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Next review due by:	[Date]
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1. Aims

All Things SEN – The Quay aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

All Things SEN aims to promote respect for difference and diversity in accordance with our strongly held belief in the rights of all individuals to be seen and respected only for who they are, in their uniqueness, and not from any standpoint involving judgement or cultural ascendancy.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require Provisions to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and Schools](#).

3. Roles and responsibilities

The Joint Directors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Provision, including to staff, learners and parents
- 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

The Joint Directors will:

- Promote knowledge and understanding of the equality objectives among staff and learners

All Provision staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The Provision is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

It is the role of the Joint Directors at All Things SEN to monitor equality issues.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Provision 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. learners with disabilities, or gay learners 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 learners to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all learners to be involved in the full range of Provision societies)

In fulfilling this aspect of the duty, the Provision will:

- Inform and educate learners in the different characteristics that can lead to inequality
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

6. Fostering good relations

The Provision aims to foster good relations 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 our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas
- Encouraging and implementing initiatives to deal with tensions between different groups of learners within the Provision, where they occur.
- Celebrating individual uniqueness at every opportunity

7. Equality considerations in decision-making

All Things SEN ensures it has due regard to equality considerations whenever significant decisions are made.

The Provision always considers the impact of significant decisions on particular groups. For example, when a Provision trip or activity is being planned, the Provision considers whether the trip:

- Cuts across any religious holidays
- Is accessible to learners with disabilities
- Has equivalent facilities for boys and girls

These considerations are recorded in the written risk assessment for each outing or activity. The record is completed by the member of staff organising the activity and is stored electronically.

8. Monitoring arrangements

This document will be reviewed by Joint Directors at least every 4 years.

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Behaviour Policy
- Anti-bullying Policy