



BRIGHTFIELD

— A C A D E M Y —

Inclusion. Choice. Growth.



Every person.
Every voice.
Every opportunity.



EQUALITY, DIVERSITY & INCLUSION POLICY

Brightfield Academy is committed to creating a fair, inclusive and respectful community where everyone is valued, included and empowered to achieve.



WE VALUE
everyone



WE RESPECT
our differences



WE PROMOTE
equality



WE BELONG
together



WE GROW
together



POLICY VERSION
1.0



LAST UPDATED
JUNE 2026



REVIEW DATE
JUNE 2027

♥ INCLUSION • CHOICE • GROWTH ♥



Equality, Diversity and Inclusion Policy

Equality, Diversity and Inclusion Policy

Policy Owner: Director / Proprietor

Approved by: Director

Date Adopted: June 2026

Review Frequency: Annually

Next Review: June 2027

1. Policy Statement

Brightfield Academy believes that every child, young person, family member, employee, volunteer and visitor has the right to be treated with dignity, fairness and respect.

Equality, diversity and inclusion are fundamental to everything we do and underpin our values of **Inclusion. Choice. Growth.**

We recognise that every individual brings unique strengths, experiences, identities and perspectives. We celebrate these differences and are committed to creating a learning community where everyone feels welcomed, valued, respected and able to achieve their full potential.

Brightfield Academy actively promotes equality of opportunity, values diversity and fosters an inclusive culture where discrimination has no place.

This policy demonstrates our commitment to:

- eliminating unlawful discrimination, harassment and victimisation;
- advancing equality of opportunity for all;
- fostering positive relationships between people from different backgrounds;
- ensuring all decisions are fair, transparent and inclusive;
- removing barriers which may prevent individuals from participating fully in education or employment.

Our approach recognises that **equality does not always mean treating everyone exactly the same.** Fairness sometimes requires different support, reasonable adjustments or alternative approaches to enable individuals to access the same opportunities and achieve equitable outcomes.

2. Purpose

This policy aims to ensure that Brightfield Academy:

- complies fully with equality legislation and recognised good practice;
- promotes an inclusive culture across every aspect of the organisation;
- prevents discrimination before it occurs through proactive leadership and education;
- provides equal opportunities for learners, staff, volunteers and applicants;
- celebrates diversity and encourages mutual respect;
- supports individuals to achieve regardless of their background or personal circumstances;
- provides clear procedures for reporting and addressing discrimination or harassment;
- ensures equality considerations form part of strategic planning and everyday decision-making.

3. Scope

This policy applies to:

- all learners;
- parents and carers;
- prospective learners;
- directors;
- employees;
- volunteers;
- contractors;
- agency workers;
- visiting professionals;
- placement students;
- partner organisations;
- members of the public visiting Brightfield Academy.

It applies throughout every aspect of Brightfield Academy's activities, including:

- recruitment and selection;
- admissions and referrals;
- teaching and learning;
- curriculum design;
- assessment and accreditation;
- safeguarding;
- behaviour management;
- pastoral support;
- enrichment activities;
- educational visits;
- work experience;
- complaints handling;
- procurement;
- partnership working.

Everyone working with or on behalf of Brightfield Academy shares responsibility for promoting equality, diversity and inclusion.

4. Legislative Framework

This policy has been developed with reference to:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989 and 2004
- Keeping Children Safe in Education (current edition)
- Working Together to Safeguard Children (current edition)
- SEND Code of Practice
- Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)
- Education Act 2011 (where applicable)
- Prevent Duty Guidance
- Health and Safety at Work etc. Act 1974

Brightfield Academy is committed to meeting both its legal obligations and recognised best practice in promoting equality and inclusion.

5. Protected Characteristics

Under the Equality Act 2010, Brightfield Academy recognises and protects individuals from discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Brightfield Academy also recognises that individuals may experience disadvantage due to socio-economic circumstances, adverse childhood experiences, trauma, caring responsibilities or other personal factors not specifically protected within legislation. While these may not constitute protected characteristics under the Equality Act, they remain important considerations in ensuring fair access to education and support.

6. Brightfield Academy's Commitment to Equality, Diversity and Inclusion

Brightfield Academy is committed to creating and maintaining a culture in which equality, diversity and inclusion are embedded within everyday practice rather than viewed simply as legal requirements.

We will actively:

- promote dignity, respect and fairness for every individual;
- value and celebrate diversity within our learning community;
- create an environment where everyone feels safe, welcomed and included;
- identify and remove unnecessary barriers to participation and achievement;
- provide equitable access to learning, support and opportunities;
- ensure decisions are based on individual need, merit and best interests rather than assumptions or stereotypes;
- promote positive relationships built upon kindness, understanding and mutual respect;
- challenge prejudice, discriminatory attitudes and inappropriate behaviour whenever they occur;
- continually review our policies, practices and environment to ensure they remain inclusive and accessible.

Equality and inclusion form part of strategic planning, curriculum design, safeguarding, recruitment, quality assurance and continuous improvement throughout Brightfield Academy.

7. Inclusive Practice

Brightfield Academy recognises that learners arrive with a wide variety of educational experiences, strengths, needs and aspirations.

Our provision is designed to ensure that every learner has the opportunity to succeed through flexible, personalised and inclusive approaches.

Inclusive practice includes:

- individual learning pathways;
- differentiated teaching and assessment;
- reasonable adjustments where appropriate;
- trauma-informed approaches;
- restorative practice;
- flexible learning environments;
- accessible learning materials;
- adaptive communication methods;
- positive behaviour support;
- learner voice and participation in decision-making.

Where barriers to participation are identified, Brightfield Academy will take reasonable and proportionate steps to remove or minimise those barriers wherever possible.

We recognise that equitable outcomes sometimes require different levels of support for different individuals.

8. Preventing Discrimination, Harassment and Victimisation

Brightfield Academy operates a zero-tolerance approach towards:

- unlawful discrimination;
- harassment;
- victimisation;
- bullying motivated by prejudice;
- hate incidents or hate crime;
- discriminatory language or behaviour;
- exclusionary practices based upon protected characteristics.

Discrimination may be:

- direct;
- indirect;
- associative;
- perceptive;
- arising from disability;
- through victimisation;
- through harassment.

Any allegation or concern will be taken seriously, investigated promptly, fairly and confidentially.

Where appropriate, concerns may be managed through:

- safeguarding procedures;
- behaviour procedures;
- staff disciplinary procedures;
- complaints procedures;
- referral to external agencies where required.

Individuals who raise concerns in good faith will not be treated less favourably for doing so.

9. Recruitment, Employment and Volunteers

Brightfield Academy is committed to fair, transparent and inclusive recruitment practices.

Appointments will always be made on the basis of:

- suitability for the role;
- qualifications;
- skills;
- experience;
- safer recruitment requirements;
- values aligned with Brightfield Academy.

No applicant will receive less favourable treatment because of any protected characteristic. Brightfield Academy will:

- advertise vacancies fairly;
- provide equal access to recruitment opportunities;
- make reasonable adjustments throughout recruitment where required;
- promote equality within career development and promotion;
- provide appropriate induction and ongoing training;
- support flexible working where operationally possible;
- promote an inclusive workplace where everyone feels respected and valued.

All staff, volunteers and contractors are expected to uphold the principles of this policy throughout their work.

10. Responsibilities

Director / Proprietor

The Director has overall responsibility for ensuring that:

- this policy is implemented effectively;
- equality considerations inform organisational decision-making;
- appropriate resources are available;
- discriminatory practices are addressed promptly;
- equality objectives are reviewed regularly;
- compliance with legislation is maintained.

Staff, Volunteers and Contractors

Every member of staff, volunteer and contractor is expected to:

- uphold the values contained within this policy;
- demonstrate inclusive practice at all times;
- treat every individual with dignity and respect;
- challenge discriminatory behaviour appropriately;
- report concerns promptly;
- complete mandatory equality and safeguarding training;
- promote positive relationships;
- maintain professional standards of conduct;
- consider equality impacts when making decisions affecting learners.

Failure to uphold these responsibilities may result in disciplinary action or termination of volunteer or contractual arrangements.

Learners

Learners are expected to:

- respect the rights of others;
- value differences between people;
- contribute positively to an inclusive learning environment;
- report bullying or discrimination;
- behave in accordance with the Behaviour Policy;
- treat everyone with kindness, courtesy and respect.

Parents and Carers

Parents and carers are encouraged to:

- support the values of equality and inclusion;
- work collaboratively with Brightfield Academy;
- raise concerns respectfully through appropriate procedures;
- promote respectful behaviour towards all members of the academy community.

11. Reasonable Adjustments

Brightfield Academy recognises its legal duty to make reasonable adjustments for disabled learners, employees, volunteers and visitors where required.

Reasonable adjustments may include, but are not limited to:

- adapting teaching methods or learning activities;
- providing accessible learning materials;
- modifying assessment arrangements;
- adapting communication methods;
- providing assistive technology where appropriate;
- adapting the physical environment where reasonably practicable;
- allowing additional time or flexible arrangements;
- providing additional pastoral support.

Requests for reasonable adjustments will always be considered individually, balancing the needs of the individual with the effective operation of the provision.

Brightfield Academy is committed to removing barriers wherever reasonably possible to ensure equitable access to education, employment and participation.

12. Training and Awareness

Equality, diversity and inclusion are everyone's responsibility.

Brightfield Academy will ensure that all staff, volunteers and relevant contractors receive appropriate information, guidance and training to enable them to:

- understand their responsibilities under the Equality Act 2010;
- recognise discrimination, harassment and victimisation;
- promote inclusive practice;
- understand unconscious bias and its potential impact;
- respond appropriately to concerns;
- support learners with diverse needs and backgrounds;
- contribute positively to an inclusive culture.

Equality and inclusion will form part of staff induction and ongoing professional development.

13. Reporting Concerns

Brightfield Academy encourages anyone who experiences or witnesses discrimination, harassment, victimisation or inappropriate behaviour to report their concerns promptly.

Concerns may be raised through:

- the Designated Safeguarding Lead;
- the Director;
- the Complaints Policy;
- the Whistleblowing Policy;
- staff supervision;
- safeguarding procedures.

All concerns will be:

- listened to respectfully;
- treated seriously;
- investigated fairly;
- managed confidentially wherever possible;
- resolved proportionately and promptly.

No individual will suffer detriment for raising a genuine concern in good faith.

14. Monitoring and Continuous Improvement

Brightfield Academy is committed to continually improving equality, diversity and inclusion throughout the organisation.

To achieve this, we may:

- review learner outcomes;
- monitor attendance and participation;
- review exclusions and behaviour data;
- evaluate complaints and compliments;
- seek learner voice;
- gather parent and carer feedback;
- review recruitment practices;
- monitor staff development opportunities;
- review accessibility arrangements;
- evaluate the effectiveness of reasonable adjustments.

Where trends indicate potential inequality or barriers to participation, appropriate action plans will be developed.

Monitoring information will be collected and managed in accordance with data protection legislation.

15. Linked Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Safer Recruitment Policy
- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy
- Whistleblowing Policy
- Staff Code of Conduct
- Health and Safety Policy
- Data Protection and Confidentiality Policy
- Recruitment and Selection Policy
- Online Safety Policy

16. Review

This policy will be reviewed annually or sooner where:

- legislation changes;
- statutory guidance is updated;
- organisational changes occur;
- learning from incidents identifies the need for review;
- best practice develops.

All revisions will be approved by the Director before implementation.



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APPENDIX A

Brightfield Equality, Diversity and Inclusion Commitment

At Brightfield Academy we believe that education should be a place where every individual feels welcomed, respected and valued. We celebrate difference because we recognise that diversity enriches our community, broadens understanding and strengthens learning. We believe that every learner has strengths, talents and potential, regardless of background, ability or circumstance.

WE THEREFORE COMMIT OURSELVES TO:



Treating every person with dignity, fairness and respect.



Actively promoting equality of opportunity.



Celebrating diversity in all its forms.



Challenging prejudice and discrimination whenever it occurs.



Creating learning environments where everyone feels safe and included.



Removing barriers to participation wherever reasonably possible.



Listening to the voices of learners, families and colleagues.



Continually improving our practice through reflection, training and collaboration.



*Our commitment extends beyond legal compliance.
It reflects who we are as an organisation and the culture
we strive to create every day.*



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APPENDIX B

Staff, Volunteer and Contractor Equality Commitment

All staff, volunteers, governors, agency workers, contractors and partner organisations working with Brightfield Academy are expected to uphold the principles of equality, diversity and inclusion.



WE COMMIT TO:



Uphold the principles of this Equality, Diversity and Inclusion Policy.



Treat every learner, colleague, parent and visitor with dignity and respect.



Promote equality of opportunity in all aspects of our work.



Challenge discriminatory language, behaviour and attitudes appropriately.



Report concerns promptly through the appropriate procedures.



Maintain professional standards that reflect Brightfield Academy's values.



Complete required equality, safeguarding and professional conduct training.



Contribute positively to an inclusive culture where everyone can thrive.



I have read, understood and agree to uphold the principles contained within the Brightfield Academy Equality, Diversity and Inclusion Policy.

Name: _____

Signature: _____

Role: _____

Date: _____

Different backgrounds. Shared respect. Stronger together.