

Equality, Diversity and Inclusion Policy



Approved by: Trustee Board

Date: April 2022

Signed by:  **Position:** Chair of Trustees

Last reviewed: February 2022

Next review due: February 2024

Monitoring arrangements

This policy will be reviewed bi-annually, but may be reviewed earlier if deemed appropriate by the Chief Executive or Trustee board

Introduction

1.1 Inclusion Hampshire (the organisation) is committed to being inclusive as we see a diverse population of both learners and staff as one of its greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all our activities.

1.2 This policy applies equally to current and prospective members of the Inclusion Hampshire community, including parents.

1.3 Inclusion Hampshire is committed to a zero tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under the protected characteristics - Equality Act 2010 (www.legislation.gov.uk/ukpga/2010/15/section/4). The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex and sexual orientation.

1.5 The organisation is committed to promoting and developing inclusion & equality of opportunity in all its functions and will seek to do this by:

- (a) Communicating its commitment to equality and diversity to all members of its community
- (b) Ensuring all staff and learners are aware of the aims of this policy.
- (c) Developing monitoring, evaluation and review mechanisms of school policies and procedures and decision-making
- (d) Demonstrating our zero tolerance attitude towards discrimination by taking all allegations seriously
- (e) ensure a diverse and inclusive curriculum and resources

Responsibility

2.1 The Trustee board and Senior Leadership Team have responsibility for ensuring that Inclusion Hampshire operates within the legal framework for equality and for implementing the policy throughout the organisation.

2.2 Each member of the Inclusion Hampshire community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

The Legal Framework

3.1 Discrimination can take the following forms, including:

- (a) Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.
- (b) Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.
- (c) Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
- (d) Harassment - This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.

(e) Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Aims and Values

4.1 The aims of this policy and the organisation's ethos as a whole are to:

- (a) Eliminate unlawful discrimination on the grounds of any of the protected characteristics
- (b) Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language
- (c) Promote equality of opportunity for all members of the Inclusion Hampshire community
- (d) Comply with the organisation's equality obligations contained in the Equality Act 2010
- (e) Provide a secure environment in which all our learners can thrive and achieve all of the outcomes of Keeping children Safe in Education
- (f) Provide a learning environment where all individuals feel valued and feel they have a sense of belonging
- (g) Prepare learners for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community
- (h) Include and value the contribution of all families to our understanding of equality and diversity
- (i) Provide and promote positive information about the diversity of UK society
- (j) Actively challenge discrimination and ensure that all members of the Inclusion Hampshire community learn from these experiences
- (k) Embed inclusion through all our activities

4.2

To achieve these aims we will:

- (a) Involve, where reasonably practicable, all members of the Inclusion Hampshire community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- (b) Publish and share the policies to the whole organisation community
- (c) Collect and analyse data (such as examination results) to monitor any potential disadvantage amongst the learner body
- (d) Help to overcome any potential barriers to learning by providing for learners' diverse needs and learning styles including any learning support needs and/or disabilities a learner may have
- (e) Ensure the wider curriculum promotes and celebrates equality and diversity
- (f) Operate a clear zero tolerance policy towards abusive or discriminatory behaviour
- (g) Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination

4.3 Our ethos states that: Inclusion Hampshire is a welcoming organisation where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A balanced and appropriate curriculum provides equal opportunity for all learners, irrespective of difference, to maximise their potential and thrive.

4.4 Within Inclusion Hampshire community we aim to promote inclusion and tackle any form of discrimination and actively promote harmonious relations in all areas. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

Admissions

5.1 Inclusion Hampshire treats every application for admission in a fair and equal way in accordance with the referral process.. The organisation accepts applications from, and admits, learners irrespective of any protected characteristic.

5.2 As part of the referral process Inclusion Hampshire will be informed of any learning / support needs of the young person. The organisation will not offer a place to a young person if, after reasonable adjustments have been considered, they cannot adequately cater for and/or meet their needs.

Educational Services

6.1 Inclusion Hampshire affords all learners access to educational provision including all benefits, services and facilities irrespective of any protected characteristic subject to the organisation's obligations under the Equality Act 2010 and considerations of safety and welfare.

6.2 The organisation will not discriminate against a learner on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

6.3 Inclusion Hampshire will seek to educate pupils in a multicultural, anti-racist environment using the curriculum, PSHE programme and external speakers to promote understanding and appreciation of other faiths, races and cultures.

6.4 The organisation recognises that discrimination may be, for example, direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with Inclusion Hampshire's Anti- Bullying and Behaviour Policies.

6.5 The organisation will:

- (a) Treat all members of the Inclusion Hampshire community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- (b) Endeavour to meet the needs of all young people and ensure that there is no unlawful discrimination on the grounds of any of the protected characteristics listed above
- (c) Ensure those learners with an Education Health and Care Plan receive necessary educational and welfare support
- (d) Ensure that learners with English as additional language receive additional support, such as extra English tuition, where required
- (e) Monitor the admission and progress of learners from different backgrounds
- (f) Challenge inappropriate discriminatory behaviour by learners, staff and parents
- (g) Foster a culture which promotes openness and encourages learners to come forward if they have experienced discrimination.
- (h) Offer all learners access to all areas of the curriculum
- (i) Ensure that all staff are aware of their responsibilities to promote equality of opportunity and are given appropriate training and support
- (j) Work with parents and external agencies where appropriate to combat and prevent discrimination with in the organisation
- (k) Ensure that it reviews, monitors and evaluates the effectiveness of inclusive practices.

Religious Beliefs

7.1 Inclusion Hampshire's ethos is not based on any one religious belief, values or traditions, the organisation is inclusive and welcomes and respects the rights and freedoms of individuals from all or no religions and faiths.

Reasonable Adjustments

8.1 The organisation has an ongoing duty to make reasonable adjustments for learners which require them to ensure they do not suffer a substantial disadvantage in comparison to others. They will carefully consider any proposals for aids and services in light of a learner's disability and, for example, the resources available to the organisation. Inclusion Hampshire will make reasonable adjustments for staff or learners who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender.

8.2 Making alterations to the physical environment of the organisation is not legally required as part of the reasonable adjustments duty, however, Inclusion Hampshire monitors and reviews all aspects of the provision to consider what steps can be taken to alleviate any disadvantage caused to those within the organisation's community.

Responsibilities

9.1 The CEO and Trustee board:

- (a) Ensure that staff act as role models of inclusive behaviour and practice
- (b) Ensure that the organisation complies with its equality obligations
- (c) Ensure that Inclusion Hampshire's policies & procedures are monitored in light of this policy and the organisation's wider equality obligations
- (d) Be involved, together with the Head's of Provisions, in dealing with serious breaches of this policy.

9.2 It is the Head's of Provisions responsibility to:

- (a) Ensure effective implementation of this policy and its procedures
- (b) Ensure that all staff are sufficiently aware and trained within equality & diversity
- (c) Actively challenge and take appropriate action in any cases of discriminatory practice within the organisation, be it by staff, learners, parents or visitors
- (d) Have procedures in place to deal effectively with any reported incidents of discrimination, victimization or harassment
- (e) Ensure that all visitors and contractors are aware of, and comply with this policy

9.3 It is the responsibility of all staff to:

- (a) Positively role model inclusive behaviour
- (b) Actively challenge any forms of discrimination, victimization, harassment or bullying
- (c) Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the organisation's culture
- (d) Commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

Concerns and Complaints

10.1 Inclusion Hampshire will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any learner who believes that they have been discriminated against or have been subject to discriminatory conduct is able to speak with any staff member who will contact a member of the senior management team.

10.2 Any learner who harasses another learner on the grounds of any protected characteristic will be spoken to by a member of the senior management team and any follow up action will be taken as required.

10.3 If parents feel this policy has been breached they should raise their concern or complaint through the Complaints Policy which is available on the Inclusion Hampshire website or can be available upon request.

11. This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination.

12. All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the CEO and Trustee board.

Links to other policies:

[Safer recruitment policy](#)

[Anti-Bullying policy](#)

[Behaviour policy](#)