



# APPROACH LEARNING

## Equality and Diversity Policy

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### 1. Policy Statement

Approach Learning is committed to creating an inclusive environment where every member of our community feels valued, respected, and supported. We celebrate diversity and actively promote equality of opportunity regardless of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, in line with the Equality Act 2010.

We aim to eliminate discrimination, advance equality of opportunity, and foster good relations between all members of our provision community.

### 2. Aims and Objectives

- To provide equality of access to education for all pupils.
- To create a culture of respect, tolerance, and mutual understanding.
- To promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect for those of different faiths and beliefs.
- To ensure policies, procedures, and practices do not discriminate unlawfully.
- To identify and remove barriers that prevent participation and achievement.
- To prepare pupils for life in a diverse and modern Britain.

### 3. Roles and Responsibilities

#### Proprietor and Governing Body

- Ensure the provision complies with all relevant equality legislation.
- Monitor the impact of this policy through reports on admissions, attainment, exclusions, and complaints.

#### Headteacher and Senior Leadership Team (SLT)

- Implement the policy across the provision.

- Ensure staff receive equality and diversity training.
- Oversee curriculum planning to ensure diversity and equality are embedded.

### **Staff**

- Treat pupils and colleagues with dignity and respect.
- Actively challenge discrimination, prejudice, and stereotyping.
- Deliver a curriculum that reflects cultural diversity and equality.

### **Pupils**

- Respect the rights of their peers and staff.
- Report any incidents of discrimination or bullying.
- Participate in promoting equality and diversity through student voice and provision activities.

## **4. Curriculum and Teaching**

- The curriculum will reflect the diversity of society and promote respect and tolerance.
- Resources will avoid stereotypes and promote positive representations of diversity.
- PSHE, Citizenship, and assemblies will be used to educate pupils about equality, diversity, and inclusion.

## **5. Admissions, Behaviour and Exclusions**

- Admissions procedures will be fair, transparent, and non-discriminatory.
- Behaviour policies will be applied consistently to all pupils.
- Exclusion decisions will be made fairly, with due regard to equality legislation.

## **6. Staff Recruitment and Development**

- Recruitment, selection, and promotion will be based on merit, against objective criteria.
- Training and professional development opportunities will be equally accessible.
- Reasonable adjustments will be made for staff with disabilities.

## **7. Monitoring and Review**

- The provision will collect, analyse, and act upon data on pupil progress, attainment, behaviour, and participation by protected characteristic.
- An equality objective action plan will be published and reviewed annually.
- This policy will be reviewed every two years or earlier if legislation changes.

## 8. Complaints

Complaints regarding breaches of this policy will be dealt with in line with the provision's Complaints Procedure.

## 9. Policy Links

This policy should be read in conjunction with:

- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- SEND Policy
- Behaviour Policy
- Curriculum Policy

## Approval & Review

Adopted:	Date
<b>Reviewed:</b>	23/09/2025
<b>Next Review Due:</b>	23/09/2026

Signed: \_\_\_\_\_ L Wild \_\_\_\_\_ (Headteacher)

Signed: \_\_\_\_\_ L Wild \_\_\_\_\_ (Proprietor )