

# EQUALITIES & DIVERSITY POLICY



<b>Approved by GUIDE92 Governance:</b>	December 2023
<b>Policy Review Date:</b>	December 2025
<b>Staff Responsible:</b>	Centre Director
<b>Governor Link:</b>	Human Resources

## **Philosophy**

At GUIDE92 we are committed to promoting equality of opportunity, the elimination of discrimination and the promotion of community cohesion by fostering good relations between people in all areas of the GUIDE92 community involving students, staff, parents, visitors and Governors.

We believe in the value of encouraging all our students to achieve their full potential and in creating a supportive learning environment for all. We want our students to be aware of our diverse society and the interdependent world that we live in. This should be reflected in all aspects of GUIDE92 life. All our students should have the right to be supported and treated with respect regardless of gender, ethnicity, disability, religion, sexual orientation or social background. The curriculum should reflect the diversity of our students and the world they live in.

## **Aims**

We Aim to:

- Eliminate discrimination (direct or indirect), victimisation and harassment.
- Promote equality of opportunity.
- Promote good relations between people who have different backgrounds ie race, gender, disability, sexual orientation and religion and belief.
- Encourage all students to achieve their full potential within the curriculum.
- Provide full access to the National Curriculum and develop strategies to recognise and overcome any obstacles preventing students from developing their full potential.
- To provide students with opportunities to achieve the highest standard and the best possible qualifications to assist in the progression to the next stage in the student's life, education and employment.
- To support all students with English as an Additional Language to enable them to access the National Curriculum. They will also be given the opportunities to assist their integration into our socially diverse community.
- To enable all students to develop the knowledge, understanding, skills and respect that they need in order to participate in our diverse society and in the wider context of an interdependent world.
- Apply rewards and sanctions fairly to students, irrespective of ethnicity, religion, gender, disability or sexual orientation.
- Provide equal access to all staff and students to equipment, guidance, resources and opportunities to reduce inequalities and barriers.

## **To achieve our aims we will:**

- Collate and publish equality data, analyse trends re attainment and attendance leading to the development of equality objectives which are reviewed annually
- Develop strategies within faculty to ensure all students regardless of their ethnicity, culture, disability, sexual orientation or gender, have the opportunity to achieve their full potential.
- Encourage faculties to organise the teaching, methodology, learning styles and teaching groups considering the needs of all groups.
- Provide a curriculum, which is broad and balanced, reflecting the diversity of our students. Through differentiated schemes of work ensure equal opportunities for all.
- Develop a culture of mutual respect.
- Monitor achievement, exclusions and rewards by ethnicity, disability and gender.
- Record and monitor prejudice-related incidents. Deal with these incidents effectively in relation to the behaviour policy but also using the incident as an opportunity to educate.
- Monitor staffing, recruitment and the composition of the Governing Body by ethnicity, gender and disability.
- Assess the impact on equality of proposed and existing policies.

### **Success Criteria to be Measured Against**

- All teachers use assessment data to monitor student progress and act where students are underachieving.
- Equality objectives e identified and actions put in place to achieve them.
- Monitoring systems in place to identify and respond to unlawful discriminations and necessary action taken.
- Parents work in partnership with GUIDE92.
- Opportunities for students from diverse backgrounds to contribute to GUIDE92 life and decision-making.
- Demonstrate improved achievement levels of students from different groups against prior attainment baseline data.
- Offer a range teaching and learning styles to ensure all students have the opportunity to fulfil their potential.
- Individuals feel valued and safe whatever their circumstances and backgrounds. Tolerance and respect for diversity is strongly promoted across GUIDE92.
- A system in place to monitor and record staffing and recruitment by ethnicity, gender and disability – Single Register.
- A system in place to monitor and record the impact on equality of existing policies and practice.
- No disproportionate gap in levels of attainment or exclusions should exist by ethnicity, gender or disability.
- All members of the school community, governors, parents, staff and students are aware of the policy.
- A reduction in the number of prejudice-related incidents occurring in GUIDE92 over time.