



Engaged. Happy. Successful.

## Equality and Diversity Policy

Working together to inspire, nurture and motivate everyone to fulfil their potential.

Policy updated: November 2023  
Policy review: November 2024

**Member of staff with overall responsibility:** Executive Headteacher  
**Management Committee with reviewing responsibility:** Full Committee.

### Rationale

The TPRS values the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to help to ensure that the TPRS promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

In order to accommodate the individual's particular learning style, lessons will be planned, whenever possible, in a multi-sensory way, so that various activities will cater for all students in the spirit of inclusion. There will also be consideration of how to record lesson outcomes so that a pupil is offered a variety of methods and is not inhibited by any specific difficulty.

Support is also available from an additional adult in most lessons. All pupils are encouraged and taught to feedback their views as part of our Teaching and Learning policy. These outcomes and opinions may be indicated in visual, auditory or kinaesthetic ways.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that the TPRS provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

### Aims and objectives

- We do not discriminate against anyone, be they staff or pupil or parent/carer, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.

- We promote the principle of fairness and justice for all through the education that we provide in Our Service. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the TPRS
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our Service, and we show respect for all minority groups.
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

### **Racial equality**

In Our Service, we will:

- ✓ strive to eliminate all forms of racism and racial discrimination;
  - ✓ promote equality of opportunity;
  - ✓ promote good relations between people of different racial and ethnic groups.
- It is the right of all pupils to receive the best education the TPRS can provide, with access to all educational activities organised by the TPRS. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with TPRS procedures (see behaviour for learning policy).
  - We endeavour to make our Service welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the TPRS.
  - Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in our curriculum time and informal discussion children learn about and discuss other faiths and religions.

### **Disability non-discrimination**

- Some children in our Service may have disabilities. In our setting it is more likely to be an emotional or mental health issue. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the TPRS. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children and that they complete their time with us at a comparable stage to where they would have been if the issue had not been present e.g. that they are able to take up a place in education, employment or training post 16.
- The TPRS is committed to providing an environment that allows disabled children full access to all areas of learning.
- Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or modify

teaching materials, or offer alternative activities where children are unable to manage the demands of the classroom.

- Through Relational Inclusion, all staff are trained to understand the needs of the child and how behaviour is a form of communication, and to act accordingly. We believe that punishment does not change behaviour and we aim to help children understand themselves and learn to manage their own behaviour.

### **Gender equality**

- We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to performance.

### **The role of the management committee**

- In this policy statement, the management committee has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the TPRS community are treated both fairly and equally.
- The management committee collects, analyses and evaluates a range of TPRS data. We check that all pupils are making the best possible progress, and that no group of pupils is underachieving. To do this, we monitor:
  - ✓ Admissions, exits and rates of retention for pupils returning to mainstream;
  - ✓ Attainment and progress;
  - ✓ exclusions;
  - ✓ rewards and sanctions;
  - ✓ parent/carers' and pupils' questionnaires.
- The management committee seeks to ensure that people from the 'protected groups' as defined by The Equality Act 2010 are not discriminated against when applying for jobs at our Service. The management committee welcome all applications to join the TPRS, whatever background or minority group a child may come from.
- The management committee treats all requests to join the TPRS in an equal way, whatever background or disability a child may have.
- The management committee ensures that no child is discriminated against whilst in our Service on account of their sex, religion or race. So, for example, all children who are able to do so have access to the full range of the curriculum, and regulations regarding TPRS uniform will be applied equally to boys and girls. If a child's religion has a bearing on TPRS uniform, then the TPRS will deal with each case sensitively, and with respect for the child's cultural traditions.

### **The role of the Executive Headteacher and SLT**

- It is the Executive Headteacher and SLT's role to implement the TPRS's policy on equal opportunities, and they are supported by the management committee in so doing.
- It is the Executive Headteacher and SLT's role to make sure that all staff are aware of the TPRS policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

- The Executive Headteacher and SLT ensure that all appointments panels give due regard to this policy, so that no one is discriminated against.
- The Executive Headteacher and SLT promote the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.
- The Executive Headteacher and SLT promotes respect for other people in all aspects of TPRS life; in weekly tutorials, for example, respect for other people is a regular theme, as it is also in displays around the TPRS.
- The Executive Headteacher and SLT view all incidents of unfair treatment, and any racist incidents, with due concern.

### **The role of the class teacher**

- Class teachers recognise their own prejudices, but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.
- When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.
- We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history. In geography, the teacher attempts to counter stereotypical images of Africa and Asia, and to show the true diversity of development in different parts of the world.
- All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents and draw them to the immediate attention of the Principal and SLT.

### **Monitoring and review**

It is the responsibility of our management committee to monitor the effectiveness of this policy. The management committee will therefore:

- have due regard to the aims of the Equality Duty when a policy is developed, decided upon, implemented and reviewed.
- monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the TPRS;
- monitor the staff appointment process, so that no one applying for a post at this TPRS is discriminated against;
- require the Principal and SLT to report to management committee annually on the effectiveness of this policy;
- take into serious consideration any complaints from parent/carers/carers, staff or pupils regarding equal opportunity;
- monitor the TPRS's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

This policy will be reviewed by the management committee every two years, or earlier if it is considered necessary, for example if affected by changes in the law.