

## **Equality and Diversity Policy**

### **Equality Information Statement**

The Equality Act 2010 introduced a single Public-Sector Equality Duty (PSED). The duty replaced previous equality duties on race, disability, and gender. In summary, the duty requires public bodies, which includes schools and Pupil Referral Units, to have 'due regard' to the need to:

- eliminate unlawful harassment, discrimination, and victimisation
- advance equality of opportunity
- foster good relations

The management at Pollyteach are required to publish information to show that its members have consciously thought about the three aims of the Equality Duty as part of the decision-making process. The information must include evidence of how the service impacts on people who share a relevant protected characteristic. The protected characteristics are: -

- race
- disability
- gender
- age
- religion or belief
- sexual orientation
- pregnancy and maternity
- gender reassignment
- marriage and civil partnership

The leadership of Pollyteach has approved the following statement.

### **Statement of Equality Information**

Whilst students are being taught by Pollyteach staff, Pollyteach is committed to ensuring they have access to an appropriate curriculum leading to exciting and challenging learning opportunities that help them achieve their potential. The provision delivered by Pollyteach supports all students in acquiring essential skills needed to return successfully to a mainstream setting and/or appropriate alternative provision.

The relevant protected characteristics considered in the planning, provision, and policies at Pollyteach are race, disability, gender, age, religion or belief. Pollyteach addresses these issues as follows:

### **Race, Religion and Belief**

Pollyteach monitors the ethnic make-up of its population continually, ensuring that its student's cultural and religious needs are appropriately embraced in all aspects by tutors delivering education on behalf of Pollyteach.

All staff have a good understanding of the religious, race and cultural differences of the students we serve, and they work hard to secure and maintain mutual understanding and respect. As best practice, Pollyteach is robust in responding to and recording racial incidents and uses education to improve tolerance and understanding through its personalised curriculum.

### **Promoting Fundamental British Values**

As part of a broad and balanced curriculum, staff are obligated to promote the spiritual, moral, cultural, mental and physical development of students. Within this remit, staff should also promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Actively promoting the values means challenging opinions or behaviours that are contrary to British values.

The list below describes the understanding and knowledge expected of learners as a result of promoting fundamental British values.

- An understanding of how citizens can influence decision-making through the democratic process.
- An appreciation that living under the rule of law protects individual citizens and is essential for their well-being and safety.
- An understanding that there is a separation of power between the executive and the judiciary and that while some public bodies, such as the police and the army, are held to account through Parliament, others, such as the courts, maintain independence.
- An understanding that the freedom to choose and hold other faiths and beliefs is protected by law.
- An acceptance of the importance of identifying and combating discrimination.

### **Disability and Gender**

A proportion of staff have undergone specialist training in disability and accessed a range of courses in Special Educational Needs and Disabilities (SEND). All staff have received training around identifying needs, training on Autism, ADHD and supporting SEND in the classroom. Every student has a personalised curriculum that considers their needs and learning barriers—each personalised education programme is evidence that reasonable adjustments are made to the curriculum, social activities and environment.

### **Complaints / Incidents**

Pollyteach has yet to receive any complaints about equality. No incidents involving racial discrimination have been recorded during the same period.