



## Equality & Diversity Policy

All policies will be shared with participants prior to the beginning of their learning or service with The Positive Impact Foundation. This will include the contact details of relevant people.

### **EQUALITY STATEMENT**

#### **Legal Duties**

At The Positive Impact Foundation we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination.
- advance equality of opportunity.
- foster good relations.

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision).
- disability.
- ethnicity.
- gender.
- gender reassignment.
- maternity and pregnancy.
- religion and belief, and
- sexual identity.
- Marriage and Civil Partnership (for employees).

#### **Recruitment**

We follow the above principles when recruiting staff at the organisation. We do not discriminate to the above groups. We offer a fair and inclusive interview process. Our interview process includes a scoring system to ensure that all candidates are graded on the exact same scale and to the same criteria.

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions – this will be updated each academic year (We will not publish any information that can specifically identify any individual child or adult).
- Prepare and publish equality objectives – updated at least every 4 years.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions/behaviour management
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the at The Positive Impact Foundation however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### **Core Statements:**

In fulfilling our legal obligations we will be guided by seven core statements:

- Statement 1: All participants are of equal value.
- Statement 2: We recognise, welcome and respect diversity.
- Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.
- Statement 4: We observe good equalities practice, including staff recruitment, retention and development.
- Statement 5: We aim to reduce and remove existing inequalities and barriers.
- Statement 6: We consult and involve widely.
- Statement 7: We strive to ensure that society will benefit.

### **Addressing Prejudice Related Incidents**

The Positive Impact Foundation is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our participants and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we will address them immediately. We will continue with our existing practice that all incidents of prejudice related discrimination will be reported to the Headmaster.

### **Responsibility**

We believe that promoting Equality is the responsibility of everyone in the school community:

<b>Role</b>	<b>Responsibility</b>
Director	Promoting key messages to staff, parents and participants about equality and what is expected of them and what is expected of The Positive Impact Foundation in carrying out its day to day duties. Ensuring all the The Positive Impact Foundation community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Director as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Tutors	Help in delivering the right outcomes for participants. Uphold the commitment to participants, parents/carers on how they can be expected to be treated. To design and deliver an inclusive curriculum to all students at The Positive Impact Foundation. Ensure that you aware of their responsibility to record and report prejudice related incidents.
Parents	Take an active role in identifying barriers to education at The Positive Impact Foundation and to inform the Director in order to eradicate these. Take an active role in supporting and challenging The Positive Impact Foundation to achieve the commitment given by The Positive Impact Foundation in tackling inequality and achieving equality for all.
Participants	Support The Positive Impact Foundation to achieve the commitment given by The Positive Impact Foundation in

	tackling inequality and achieving equality for all. Uphold the commitment made by the Director on how participants and parents/carers, staff and the wider community can be expected to be treated.
Local Community	Take an active role in identifying barriers to education at The Positive Impact Foundation and to inform the Director in order to eradicate these. Take an active role in supporting and challenging The Positive Impact Foundation to achieve the commitment given by The Positive Impact Foundation in tackling inequality and achieving equality for all.

Policy Document Equality & Diversity Policy

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Signed by Director

James Armson