



# River Bourne Edge Alternative Provision

## Equality and Diversity Policy

## **Background**

River Bourne Edge AP aims to provide a supportive and inclusive environment which promotes positive mental health whilst developing social skills, resilience, self-belief and respect for others.

We build strong relationships with students, parents and the home school to provide the opportunity for students to successfully reintegrate back to mainstream education.

The legal and local framework for this policy is:

- Children Act 2004
- Disability Discrimination Act 1995 (as amended in 2005)
- Duty to Promote Community Cohesion, Education and Inspections Act 2006
- Equality Act 2006
- Equality Act 2010
- Race Relations Act 1976 (as amended in 2000)

## **Protected Characteristics**

The 2010 Equality Act introduced the term 'protected characteristic'. It is unlawful for any provision to discriminate against a student or prospective student because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender assignment
- Pregnancy/maternity

## **Unlawful Behaviour**

Unlawful behaviour The Equality Act 2010 defines four kinds of unlawful behaviour:

- Direct discrimination
- Indirect discrimination
- Harrassment
- Victimisation

## **Direct Discrimination**

Occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people.

## **Indirect Discrimination**

Occurs when a "provision, criterion or practice" is applied generally but has the effect of putting people with a particular protected characteristic at a disadvantage when compared to people without that characteristic.

## **Harrassment**

Has a specific legal definition in the Act - it is "unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person".

## **Victimisation**

Including hate crime occurs when a person is treated less favourably than they otherwise would have been because of something they have done (“a protected act”) in connection with the Act.

## **Aims**

River Bourne Edge AP has an inclusive ethos, which provides everyone an equal opportunity to reach their potential, regardless of age, gender, sexual orientation, race, colour, religion, or disability.

We are committed to building a culture of trust honesty and respect for each other.

## **We aim to:**

- Provide a learning environment where all individuals feel a sense of belonging
- Use education to prepare our students for life in an diverse society
- Provide regular training to improve everyone’s understanding and promotion of diversity

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

- Involve all stakeholders in reviewing policies and procedures
- Publish our policies on our website
- Use all available information to ensure that reasonable adjustments are made to ensure equal opportunity
- Have high expectations of staff and students to ensure they demonstrate respect for each other

## **Roles and responsibilities**

### **Leadership**

- Ensure that River Bourne Edge AP policies and procedures are adhered to by all staff and students
- Will ensure the policies are monitored and regularly updated and comply with equality legislation
- Provide equal opportunities in staff recruitment
- Regularly monitor procedures to ensure all staff are following the recording and reporting process
- Investigate and act upon any serious breaches of the policy
- Provide regular and appropriate professional development

### **All staff**

- Promote an inclusive ethos
- Implement the policy and procedures at all times
- Deal with any reported instance of harassment or bullying in line with the AP policy
- Ensure all visitors are aware of and comply with the River Bourne Edge AP equality and diversity policy
- Attend any training when required to ensure they stay up-to-date with the equality legislation

- Promote equality and not discriminate on grounds of disability, sex, sexual orientation, gender, race, religion, belief or pregnancy/maternity
- Deal effectively and fairly with all breaches of the equality and diversity policy

### **Accessibility plans**

Some students attending River Bourne Edge AP may have disabilities. We are committed to meeting the needs of these students as we are to meeting the needs of all groups of students.

Under the requirements of the Equality Act 2010, all reasonable steps are taken to ensure that these students are not placed at a substantial disadvantage compared to non-disabled students i.e. making reasonable adjustments.

These plans ensure that:

- Disabled students have full access to all areas of learning.
- Routines and activities are reviewed to ensure that disabled students are not placed at a disadvantage

Teachers modify their learning and teaching expectations as appropriate for students with disabilities. For example, they may be given additional time to complete certain activities or modify teaching materials. In their planning, teachers ensure that they give students with disabilities the opportunity to develop skills in practical aspects of timetable.