



## Evergreen Education and Therapy – Equality and Diversity Policy 2026-7

This policy aims to provide clear guidance on the ethos and protocols followed to ensure that EEaT is a fully inclusive provider.

Completed: July 2023 Kirsty Moran

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Review Due: August 2027

### The aims of this policy and the ethos, of EEaT, are to:

- (a) Eliminate unlawful discrimination on the grounds of any of the protected characteristics
- (b) Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language
- (c) Promote equality of opportunity for all members of the community
- (d) Comply with equality obligations contained in the Equality Act 2010
- (e) Provide a learning environment where all individuals through other related policies such as PSHE, feel valued, respected and feel they have a sense of belonging
- (f) Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community
- (g) Include and value the contribution of all families to our understanding of equality and diversity
- (h) Provide and promote positive information about the diversity of UK society
- (i) Actively challenge discrimination and ensure that all members of the community learn from these experiences
- (j) Embed inclusion through all our activities

### To achieve these aims we will:

- (a) Involve, where reasonably practicable, all members of the EEaT community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies, and procedures
- (b) Publish and share policies to the wider community
- (c) Collect and analyse data to monitor any potential disadvantage with each learner
- (d) Help to overcome any potential barriers to learning by providing for pupils' diverse needs and learning styles including any learning support needs and/or disabilities a pupil may have



(e) Ensure the wider learning curriculum promotes and celebrates equality and diversity

(f) Operate a clear zero-tolerance policy towards abusive or discriminatory behaviour

(g) Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination

EEaT is a nurturing environment where everyone is unique and valued and where tolerance, integrity, collaboration, and mutual respect for others are all promoted. We are committed to the development of the whole person within a supportive, safe and welcoming environment. A broad, balanced, and relevant curriculum offer provides equal opportunity for all learners, irrespective of difference, to maximise their potential and flourish.

At EEaT we aim to promote inclusion and tackle any form of discrimination and actively promote harmonious relations in all areas and with our key partners such as parents and stakeholder. We seek to remove any barriers to access, participation, progression, attainment, and achievement. We take seriously our contribution towards community cohesion.

Each member of the community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs, and upholding equality of opportunity for all. The directors have responsibility for ensuring that EEaT operates within the legal framework for equality and for implementing the policy throughout the provision.

The Legal Framework - Discrimination can take the following forms. Including:

*(a) Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.*

*(b) Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.*

*(c) Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.*

*(d) Harassment – This is defined as unwanted conduct related to a relevant protected characteristic that has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.*

*(e) Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.*



EEaT is committed to a zero-tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under the protected characteristics - Equality Act 2010 ([www.legislation.gov.uk/ukpga/2010/15/section/4](http://www.legislation.gov.uk/ukpga/2010/15/section/4)). The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex and sexual orientation.

EEaT is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or no religion or faith).

EEaT has an ongoing duty to make reasonable adjustments for learners with a disability to ensure they do not suffer a substantial disadvantage in comparison to nondisabled pupils. EEaT will inform and consult with parents about what reasonable adjustments if any, can be made for their disabled child. EEaT has a duty to make reasonable adjustments (case by case considerations) for staff or pupils who request to be known as gender-neutral, gender fluid, are undergoing gender reassignment or are transgender.

### Responsibilities

It is the responsibility of **all staff** to positively role model inclusive behaviour. Staff will actively challenge any forms of discrimination, victimisation, harassment, or bullying. Also promote an inclusive learning environment by identifying and challenging bias and stereotyping within the curriculum. All staff are committed to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

The **Heads of Education and Therapy** will ensure effective implementation of this policy and its procedures. They will ensure that all staff are sufficiently aware and trained within equality & diversity and actively challenge and take appropriate action in any cases of discriminatory practice. They will have procedures in place to deal effectively with any reported incidents of discrimination, victimization or harassment. All visitors and contractors will be made aware of and comply with this policy.

This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination. This policy is reviewed annually to ensure the aims of the policy are carried out under EEaT's equality obligations.