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PARENTS & ADMINISTRATION

Equality, Diversity and Inclusion Policy

Every child and family is welcome, included and treated fairly.



POLICY OWNER

Director

APPLIES TO

Students, parents, staff, specialists and applicants

THE ONE RULE TO REMEMBER

Every child is welcome and treated fairly.

We serve a diverse community across the West Midlands and are proud of it. Under the Equality Act 2010, as a service provider and as an employer and engager of specialists, we will not discriminate against, harass or victimise anyone because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Our commitments

- Admission to classes is open to all, subject to space and year group.
- Reasonable adjustments for disabled students and parents (Policies 9 and 10).
- Resources that reflect a range of cultures, names and backgrounds.
- Prejudice-based language or behaviour is challenged and dealt with under Policies 5 and 6.
- Specialists are recruited and paid on merit.
- Staff and specialists receive equality and inclusion training, and challenge stereotypes in the classroom.
- Information can be provided in alternative formats, and interpreters arranged for meetings where needed.

What we will check each year

- Complaints and incidents involving discrimination.
- Parent feedback on whether families feel welcome.
- Take-up of hardship support (Policy 16).

Raising a concern

If you feel you or your child have been treated unfairly, please tell us. Concerns are handled under our Complaints Policy (Policy 18) and taken seriously.