

# Falcons Learning Ltd

## Equality and Diversity Policy



Falcons Learning  
The Sky is the Limit

<b>Approved by:</b>	Stephen Wash	<b>Date:</b> 27/07/2023
<b>Last reviewed on:</b>	Initial Issue	
<b>Reviewed By:</b>	Stephen Wash	
<b>Signature</b>		
<b>Next review due by:</b>	27/07/2024	
REVIEW EVERY 3 YEARS	REVIEW EVERY 2 YEARS	REVIEW YEARLY

<b>Title</b>	Equality and Diversity Policy
<b>Author</b>	Principal
<b>Doc Ref</b>	Version 1
<b>Classification</b>	Live

<b>Owner</b>	Principal
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<b>Change History</b>			
<b>Version</b>	<b>Date</b>	<b>Change Agent</b>	<b>Details of Change</b>
1.0	27/072023	Stephen Wash	Initial Issue
1.1	30/04/2024	Stephen Wash	Update missing text.

### **Overview**

The Falcons Learning Equality and Diversity Policy underscores our commitment to creating a respectful and inclusive environment where everyone is treated equally, irrespective of their age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, and sexual orientation. We promote diversity and challenge discriminatory behaviour in all aspects of school life, including curriculum, staff training, and student engagement. We regularly review and adapt our policies, offering support and redress through a confidential complaints procedure. Our goal is to nurture a community where everyone's unique contribution is valued, and all can thrive.

### **Review Panel**

Principal


Senior Leaders

Student

**External Input**

**Review Date** 30/04/2024

**Review Interval** 1 year

Review Signature 

<b>Name</b>	Stephen Wash	<b>Date</b>	30/04/2024
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## **Falcons Learning**

### **Equality and Diversity Policy**

#### **I. Introduction**

At Falcons Learning, we acknowledge the wealth of diversity within our school community. We are committed to providing a vibrant learning environment where everyone is treated with dignity, respect, and equality. We believe that every individual brings a unique contribution to our community, thus enriching our school life and enhancing the educational experiences of our students.

#### **II. Aims**

The policy aims to:

1. Foster an inclusive and supportive learning and working environment that is free from discrimination, harassment, and victimization.
2. Promote equality of opportunity and access to all aspects of school life for every member of our community.
3. Develop understanding, appreciation, and respect for the diversity within our school and wider society.
4. Challenge stereotypes, prejudiced attitudes, and discriminatory behaviour actively and continuously.

#### **III. Protected Characteristics**

We acknowledge the protected characteristics defined by the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We strive to ensure that individuals with these characteristics are not discriminated against and have equal access to opportunities.

## IV. Policy Implementation

To uphold these aims, we will:

- 1. Inclusive Curriculum:** Our curriculum will reflect a diverse range of cultures, backgrounds, and viewpoints. It will actively promote equality and challenge biases.
- 2. Staff Training:** We will provide regular training to our staff on diversity and inclusion, helping them understand their responsibilities and how they can foster an inclusive environment.
- 3. Student Engagement:** We will involve students in decision-making processes and the development of policies that affect them, promoting the ethos that every voice matters.
- 4. Reasonable Adjustments:** We will make suitable accommodations to ensure that our school is inclusive and accessible to all, especially those with disabilities.
- 5. Policy Reviews:** We will regularly review our policies and procedures to ensure they are fair, non-discriminatory, and effectively promote equality and diversity.

## V. Equality & Diversity in the Curriculum

We will incorporate equality and diversity into our curriculum by:

1. Presenting a balanced view of the world that reflects and celebrates diversity and promotes equality.
2. Providing resources that reflect a diverse range of experiences, cultures, and backgrounds.
3. Integrating social and emotional learning to cultivate empathy, respect, and acceptance among students.
4. Challenging and addressing any form of discriminatory language or behaviour within the classroom.

## VI. Responding to Discrimination

Discrimination based on any of the protected characteristics will not be tolerated. Any incidents or allegations of discrimination will be taken seriously, dealt with promptly, and sanctions will be applied where necessary. We will also offer support to those who have been affected by discrimination.

## **VII. Responsibilities**

The Principal is responsible for overseeing and implementing this policy, but everyone within our school community has a role in promoting equality and diversity. We expect all staff, students, and parents to uphold the principles of this policy and actively contribute to an inclusive and respectful school environment.

## **VIII. Complaints Procedure**

Complaints related to discrimination or a breach of this policy should be made using the school's established complaints procedure. All complaints will be taken seriously, handled confidentially, and investigated promptly. Appropriate action will be taken to resolve issues and, where necessary, disciplinary procedures will be followed.

## **IX. Monitoring and Review**

We will continuously monitor and review the effectiveness of this policy by examining school demographic data, incident reports, and feedback from the school community. Regular reviews will ensure that our practices remain aligned with our commitment to promoting equality and diversity.

## **X. Policy Review Date**

This policy will be reviewed and updated as necessary on an annual basis. The next review date is scheduled for 27/07/24.

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Our commitment to equality, diversity, and inclusion is not merely about adhering to the law; it is about building a culture that respects and values differences, where every individual feels included and can flourish. We encourage all members of our school community to uphold this commitment and to treat each other with kindness and respect.