



## **Equality and Inclusion policy**

### **Safeguarding Statement**

At ExpertEase Tuition we respect and value all children and are committed to providing a caring, friendly, and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. This is the responsibility of every adult employed by or invited to deliver services at ExpertEase Tuition. We recognise our responsibility to safeguard all who access our service and promote the welfare of all our pupils by protecting them from physical, sexual, and emotional abuse, neglect and bullying.

### **Aims**

Our Company aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

### **Legislation and guidance**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

### **Roles and responsibilities**

The Company will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Company, including to staff, students and parents.
- Ensure that the published equality information is updated at least every year
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Director.

### **Eliminating discrimination**

The Company is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year and include information about the Equality Act training and refresher training offered to staff.

### **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)


In fulfilling this aspect of the duty, the Company will:

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

### **Fostering good relations**

The Company aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, RSE education but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Working with our local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the Company. Encouraging all pupils to participate in the activities, such as sports clubs; Working with parents to promote knowledge and understanding of different cultures.
- We aim to develop links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Approved by	Jade Gill
Signature	
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