



Equality Policy and Objectives

January 2024

Next Update: January 2025

Approved by: Chair of Trustees

Principal: Neil Bain

Table of Contents

1. Equality Act Statement3

2. Equality Objectives 2023 – 20264

 a. Promoting Inclusive Education..... 4

 b. Eliminating Bullying and Harassment..... 4

 c. Professional Development for Staff 5

 d. Celebrating Diversity 5

Equality Act Statement

Wemms Education Unlimited Limited is committed to ensuring equality of opportunity in line with the Equality Act 2010. We recognize that groups have suffered disadvantage because of their characteristics, and we want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take, and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics). The Protected Characteristics that apply to schools are:

Age (in relation to staff only);

- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a Trust Board and employer, we will also not accept any of the following:

- Direct or unlawful Indirect Discrimination;
- Harassment; and
- Victimisation.

The Protected Characteristics are not exclusive and Wemms Education Centre will add to the list as need arises.

We are committed to complying with the **Public Sector Equality Duty** and will seek to

- Eliminate discrimination and other conduct that is prohibited by the Act
- 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

We will have due regard to the Public Sector Equality Duty when making decisions, taking actions and developing policies. We will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually and objectives will be updated every four years. This information is available on our website.

The Equality Act 2010 requires us to publish information that demonstrates we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

Wemms Education Centre is an inclusive school, where we focus on the well-being and progress of every student and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our students. We ensure that our students are exposed to and taught about all protected characteristic through our curriculum.

The objectives below are our priorities for the next 3 years. We will regularly review the progress we are making to meet our equality objectives.

Equality Objectives 2023 – 2026

Promoting Inclusive Education:

Objective: Ensure that all students, regardless of their abilities or disabilities, have equal access to a broad and balanced curriculum that meets their individual needs.

Eliminating Bullying and Harassment:

Objective: Create a safe and supportive learning environment by implementing and regularly reviewing anti-bullying policies and practices, with a focus on preventing discrimination based on disability or special educational needs.

Professional Development for Staff:

Objective: Provide regular training and professional development opportunities for staff to enhance their understanding of diverse needs, teaching strategies, and assistive technologies, promoting an inclusive and supportive learning environment.

Celebrating Diversity:

Objective: Encourage a culture of respect and celebration of diversity within the school community, promoting awareness and understanding of different abilities, backgrounds, and cultures.