Equality Policy

The Green Room Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This policy has been written with due regard to the Equality Act 2010, the Human Rights Act 1998 and the Public Sector Equality Duty. Also The Disability Discrimination Act (1995) has been considered, as has the amendment made by the SEN Disability Act (2001).

Owner: JN

Date Created	Date 1st Review Due	Date Reviewed	Version	Next Review Due
March 2014	March 2015	April 2015	2	April 2016
		October 2016	3	October 2017
		January 2018	4	January 2019
		Nov 2018	5	Nov 2019
		October 2019	6	October 2020
		October 2020	7	October 2021
		January 2021	8	January 2022
		January 2022	9	January 2023

Introduction

This policy outlines the commitment of the Executive Leadership Team and all our staff to promote equality within our schools and the rest of our organisation.

We believe that equality should permeate all aspects of school life and is the responsibility of every member of the school to make sure everyone at the schools feel safe, valued and of equal worth.

At The Green Room Foundation Ltd. equality is a key principle for treating all people the same irrespective of their sex, gender reassignment, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality.
- We would like to specifically highlight that the English curriculum embraces a global approach to our language. Pupils from all over the world study this course which is made clear to our pupils so that they feel part of a global community of learners, promoting multiculturalism and diversity.
- Various international languages are offered as optional courses to all pupils.
- Equality, as one of the DfE's British Values, is also ingrained in all we do at The Green Room Foundation Ltd.
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families.
- There will be opportunities in the curriculum to explore concepts and issues relating to identity and equality.
- The promotion of attitude and values that celebrate and respect diversity and challenge discriminatory behaviour and language when it occurs.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity.
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement.
- A range of teaching methods are used throughout the school to ensure that effective learning takes place at all stages for pupils.
- All pupils are actively encouraged to engage fully in their own learning.

Promoting Equality: The Values & Culture of our School

At our schools we strive for everyone to be self-aware and to be kind and to ensure everyone around us feels appreciated - no matter who they are.

Provision is made to cater for cultural, moral and spiritual needs of all pupils through the thorough planning of lessons and off-site activities/trips.

Pupils/ views are actively encouraged and respected. Pupils are given a voice in group and one to one sessions as well as in class.

Reasonable adjustments, if possible, will be made to ensure access for pupils, staff and visitors with disabilities - which includes physical access and access to school information and activities.

Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

Promoting Equality: Staff Recruitment and Professional Development

- All posts are advertised formally and openly to the widest pool of applicants.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity.
- Access to opportunities for professional development is open to all.
- The Equality policy is covered in staff induction/handbook.
- The Equality policy is available on the website.

Promoting Equality: Countering and Challenging Harassment and Bullying

The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and Trustees/Advisory Board.

The Green Room Foundation Ltd. has a clear Anti-bullying Policy and Behaviour Policy - and we do not tolerate bullying of any kind. The school reports to the Head of School any prejudice related incidents.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

The Green Room Foundation Ltd aims to work in partnerships with parents/carers. We:
Try to ensure all parents/carers are encouraged to participate in the life of the school;

- Maintain good channels of communication, e.g. through e-mail communication the website, regular newsletters and parent meetings
- Ensure that parents/carers of all new pupils (without exception) are made to feel welcome

Promoting Equality - Assessments

We report all reasonable adjustment requests prior to the delivery of a course/assessment to the appropriate awarding body.

Responsibility for the Policy

In our establishments, all members of the community have a responsibility for promoting equality.

The Co-CEO's have responsibility for ensuring that:

- The Green Room Foundation Ltd. complies with all relevant equality legislation and that the policy is maintained and regularly updated
- That any incidents that are in breach of this policy are investigated and the appropriate action is taken
- Providing leadership and vision in respect of equality
- Evaluating the equality impact on pupils, staff, parents and carers from the different groups that make up our Schools. And communicating the outcome with staff, parents, carers and the Trustees.

This policy is approved by the Co-CEO of The Green Room Foundation

Date

Co-CEO