**Strides Mentoring Ltd – Equality and Diversity Policy**

|  |  |
| --- | --- |
|  |  |
| **This policy has been adopted by the Management Team on:** | **August 2025** |
| **Signed:** | **Alex Breeze & Sian Breeze** |
| **Next review due:** | **August 2026** |

1. **Introduction** 
   1. At Strides we focus on the wellbeing and progress of every child and every member of our community (staff, parents/carers/guardians and visitors) and recognise that each person is of equal worth and our Equality and Diversity Policy reflects how our service meets the duties as set out in the **Equality Act 2010.**
   2. Our policy also seeks to ensure that we continue to tackle issues of disadvantage and underachievement of different groups.
   3. We recognise that these duties reflect international human rights standards as expressed in the **UN Convention on the Rights of the Child**, the **UN Convention on the Rights of People with Disabilities** and the **Human Rights Act 1998**.
   4. Our approach is based on seven key principles that apply to our whole community, children, staff, parents/carers/guardians and visitors.
      1. **Everyone in our community is of equal value.** Whether disabled or not, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious/non-religious affiliation or faith background and whatever their sexual orientation.
      2. **We recognise, respect and value difference and understand that diversity is strength.** Wetake account of difference and strive to remove barriers and disadvantages that people may face in relation to disability, ethnicity, gender and gender identity, religion, belief/faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our service.
      3. **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
      4. **We foster a shared sense of cohesion and belonging.** We want all members of our community to feel a sense of belonging within the service and the wider community and to feel that they are respected and able to participate fully in what we do.
      5. **We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion and in continuing professional development.
      6. **We have the highest expectations of all our children.** We expect that all young people are ambitious and aim to achieve their highest potential.
      7. **We work to raise standards for all pupils, particularly our most vulnerable.** We believe that improving the quality of education for our most vulnerable pupils raises standards in everything we do.
2. **The Equality Act 2010**
   1. The Equality Act 2010 is the foundation on which our legal responsibilities are built. The Act ensures that our children, staff and visitors are protected from discrimination, harassment and victimisation on the grounds of several ‘**protected characteristics’**. This means that our school cannot discriminate or treat people less favourably because of their **sex (gender), race, disability, religion/ philosophical beliefs or lack of such beliefs, gender reassignment, sexual orientation, pregnancy or maternity, marriage and civil partnership and age.**
   2. The Act requires schools to comply with the **Public Sector Equality Duty** and two **specific duties.**
   3. The **Public Sector Equality Duty** requires schools and alternative provision like our own to:
3. Eliminate unlawful discrimination, harassment and victimisation
4. Advance equality of opportunity between different groups
5. Foster good relations between different groups.
   1. The Act also has two **specific duties**.

-Schools publish information to show compliance with the Equality Duty.

-Schools publish **Equality Objectives** at least every four years.

2.5 The duties are listed in section **C. Other statutory documents** of the DfE’s document entitled [Statutory policies for schools: Advice on the policies and documents that governing bodies and proprietors of schools are required to have by law](https://www.gov.uk/government/publications/statutory-policies-for-schools-and-academy-trusts).

1. **Meeting the Public Sector Equality Duty**
   1. The following list is not exhaustive and schools and alternative provisions such as Strides should amend/add as they consider appropriate. These should be used to inform Strides’ equality objectives and actions in appendix 1. It is expected that Strides will identify key priorities, informed by qualitative and quantitative analysis, and developed further over the four year cycle.
   2. Schools and alternative providers such as Strides can obtain further support and information from GCC’s Enablement Team by emailing them at  [enablement.service@gloucestershire.gov.uk](mailto:enablement.service@gloucestershire.gov.uk)
   3. Schools and Aps should address the following points when considering their objectives and actions:
      1. **What we are doing to eliminate discrimination, harassment and victimisation**

* We take account of issues of equality in relation to admissions and exclusions.
* We work towards ensuring that reasonable adjustments are made for disabled people
* We actively promote equality and diversity through the curriculum
* Every policy will link in and make reference to Strides’ Equality and Diversity Policy.
* We work towards creating an environment that champions respect for all.
* We ensure that staff employment, training and promotion is based on principles of equality.
* We will continue to oppose all forms of prejudice, including, racism, antisemitism, Islamophobia, homophobia, transphobia, biphobia, sexism, ageism and disablism.
  + 1. **What we are doing to advance equality of opportunity between different groups**
* We know the needs of our young people and collect and analyse data e.g. gender, disability and ethnicity by year group in order to inform planning and identify targets for improvements particularly between specific groups of children e.g. disabled children.
  + 1. **What we are doing to foster good relations**
* We prepare our young people for life in a diverse society by ensuring that curriculum activities promote the spiritual, moral, social and cultural development of pupils.
* We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
* We promote ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
* We provide opportunities for young people to appreciate their own culture and celebrate the diversity of other
  1. **Meeting the specific duties**

3.4.1 **What we are doing to show compliance to the Public Sector Equality Duty (PSED)**

* We evaluate our success in meeting the PSED by the extent to which we achieve improved outcomes for the different groups within our service. We produce equality data which inform our Equality Objectives
  + 1. **What we are doing re: Equality Objectives**
* Once we open, we will identify our objectives for each academic year and we will publish them alongside our policy with copies available on request in a variety of languages and formats. Appendix 1 should be used for each objective identified, for which an action plan should be created, to be monitored and reviewed on a regular basis and reported at termly meetings of the full governing body.
  + 1. **Consultation**
* In order to meet the PSED, consultation of the Policy should be undertaken with the whole Strides community.

1. **Roles and Responsibilities**

**4.1 Directors and Managers**

The directors are responsible for ensuring that Strides complies with legislation, and that this policy and its related procedures and action plans are implemented. **Alex Breeze** and **Sian Breeze** have a watching brief regarding the implementation of this policy. They are responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

**4.2 The Strides team**

All teaching and support staff will:

* Promote an inclusive and collaborative ethos in their classroom
* Challenge prejudice and discrimination
* Deal fairly and professionally with any incidents of victimisation, discrimination, harassment and prejudice.
* Keep up-to-date with equalities legislation relevant to their work
* Support different groups of pupils through differentiated planning, teaching and making reasonable adjustments for disabled pupils and those for whom English is not a first language

**4.4 Breaches**

Breaches will be managed by Alex Breeze and Sian Breeze.

**4.5 Monitoring and Evaluation**

We will collect and analyse qualitative and quantitative data relating to the implementation of this policy to monitor its effectiveness and will review and amend when necessary

**Action Plan Template**

|  |
| --- |
| Equality Objective No. XX |

|  |  |
| --- | --- |
| OUTCOMES | MEASURED BY |
|  |  |

|  |  |  |
| --- | --- | --- |
| Activity | Lead | Progress Milestones |
|  |  |  |
|  |  |  |
|  |  |  |

**Action Plan Template *with example***

|  |
| --- |
| **Equality Objective No. 1**  To ensure Strides' behaviour policy does not impact negatively on equalities groups |

|  |  |
| --- | --- |
| OUTCOMES | MEASURED BY |
| * All Pupils enjoy Strides and attend regularly | * Analysis of attendance figures indicates no specific groups are disproportionately represented. * No pupils with Statements of SEN are not attending regularly. * Boys are not over-represented in unauthorised absence figures |

|  |  |  |
| --- | --- | --- |
| Activity | Lead | Progress Milestones |
| Focus on engagement and enjoyment of sessions:   * Staff engage in paired session observations. Feeding back ‘good practice examples. * Pupil feedback on new teaching approaches * Plan range of innovative and creative teaching styles e.g. use of ICT in lessons or Enquiry based learning. | Alex Breeze | Baseline information collated from pupil perception surveys October half-term.  Range of strategies agreed and implemented – February half-term  Evaluation of impact – attendance, exclusions, progress data. |