Equality and Diversity Policy

Approved by:	Terence Breen
Date:	October 2026
Next review due :	October 2027

General Statement
Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Every aspect of Impact Independent School activity has an equal opportunities dimension. This may be expressed explicitly in teaching (RSHE, PSHE, Citizenship) and displays materials, implicitly in classroom practice, or as part of the 'hidden curriculum' of social interaction amongst and between staff and children.

Aim

Impact Independent School aims to foster a sense of community in which all pupils and staff are valued and can thrive, regardless of background, religion, race, language, ability/disability, sexuality, gender or age. We will not tolerate racism, sexism, negative attitudes towards disability and other discriminatory practices. Any breach of this policy is dealt with by the appropriate member of staff or line manager.
Where further action is needed, this will be taken in line with the school behaviour policy or staff disciplinary procedure or complaints policy.

We aim to:

- Encourage pupils to be open-minded and challenge prejudice;
- Help pupils to develop their self-esteem and to recognise that they are each valued as individuals through actively encouraging their access to the curriculum.
- Demonstrate that pupils are respected as individuals;
- Help each student to achieve their full potential;
- Enable pupils to contribute actively to the process of education by bringing their cultural experiences, values and perspectives to it;
- Be sensitive about equal opportunities issues in the selection of teaching materials and be aware of images and text, which may stereotype or denigrate groups or individuals;
- Ensure that Impact Independent School is an equal opportunities employer so that staff feel valued, supported and have appropriate advice and encouragement for Professional Development;
- Use our resources to help those who need additional help to overcome barriers.

Process

Impact Independent School aims to achieve this by:

- Treating all those within the whole school community (e.g. pupils, staff, parents/carers and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences;
- Creating a school environment which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices;
- Encouraging everyone within our school community to gain a positive self-image and high self-esteem;
- Promoting mutual respect and valuing others' similarities and differences and facing equality issues openly;
- Striving to identify and remove all practices, procedures and customs which are discriminatory and replace them with practices which are fair to all; and
- Monitoring and reviewing all of the above to seek to secure continuous improvement.

Impact Independent School will take into consideration the following:

Gender

- All pupils have equal access to activities, opportunities and services offered at Impact Independent School as appropriate;
- Teaching and associate staff are aware that gender stereotyping may influence their expectations and attitudes. Teaching ethos and curriculum organisation should actively encourage pupils to make choices based on their preference;
- Staff should act as positive role models.

Disability

- Pupils will be encouraged to have an awareness and understanding of disability, which will be promoted through lessons;
- All staff will be aware of the specific individual needs of pupils with disabilities and will provide appropriate support;

Race

- Impact Independent School abides by the Race Relations Act 1976 (as amended in 2000), which defines racial discrimination as discrimination on the grounds of colour, race, nationality, ethnic or national origins;
- Appropriate actions will be taken in line with our Behaviour policy in dealing with any incident of physical or verbal threats, abuse or harassment of individuals or groups related to their religion, race, language, ability/disability, sexuality, age or gender;
- This policy, having been developed with reference to the Human Rights Act and the Disability Acts, will be reviewed if substantial changes occur so that it always sets out our commitment to tackling racial discrimination and promoting equality and good race relations, and explains what this means for the whole school community; and

- Impact Independent School will promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality.

Religion/belief

- We acknowledge that members of the Impact come from diverse backgrounds, and we seek to promote an ethos of tolerance based on understanding of and respect for the beliefs and practices of others.

Sexual Orientation

- Impact complies with the Equality Act 2010 which protects against discrimination based on sexual orientation and gender reassignment.

Vulnerable groups

- All pupils have equal access to activities, opportunities and services offered at Impact Independent School as appropriate;

- Teaching and associate staff are aware of how vulnerability (e.g. a looked after child) may influence their expectations and attitudes and should therefore adjust their behaviour accordingly.

Key Actions

Student's achievement and progress

- Impact Education values the achievements and progress of pupils from all groups.
- All pupils have equal access to extra-curricular activities.
- Pupils are offered the support and guidance they need.
- Staff challenge racism and stereotyping and promote racial and gender equality in education, employment, training and career choice.

Curriculum, teaching and learning (including language and cultural needs)

- Impact Independent School promotes an inclusive curriculum which celebrates the diverse nature of our society.
- Diversity is promoted and racism and discrimination challenged.
- Curriculum planning takes account of the needs of all pupils.
- The school monitors and evaluates its effectiveness in providing an appropriate curriculum for all pupils.
- The allocation of pupils to teaching groups and optional subjects is fair and equitable to pupils from all groups.
- Assessment outcomes are used to identify the specific needs of all pupils, and to inform policies, planning and the allocation of resources.

- Teaching methods and styles take account of the needs of pupils from different ethnic groups and of pupils with SEN, and encourage positive attitudes to ethnic difference, cultural diversity and racial equality.
- The school takes active steps to ensure that resources in all areas of the curriculum are inclusive.

Parents and community partnership

- Parents are welcome and respected at Impact
- People from minority ethnic communities are able to become school governors.
- All parents are regularly informed of their child's progress.

Pupil behaviour and discipline

- Impact Education's procedures for managing behaviour and disciplining pupils are fair and applied equally to all pupils, irrespective of ethnicity.
- The process of excluding a pupil is fair and equitable to all pupils.
- Strategies to reintegrate long-term truants and excluded pupils address the needs of pupils from all ethnic groups.

Racism and racial harassment

· There are established procedures for dealing with and recording incidents of racism and racial harassment which are understood by everyone in the school community.

Staff recruitment and career development

Recruitment and selection procedures are consistent with the statutory Race Relations Code of Practice in Employment and other Equality legislation.
Applications from all ethnic groups are welcomed at all levels in Impact Independent School.
The recruitment and selection process ensures that discrimination is not taking place when new appointments or promotions are being considered.
Proactive steps are taken to identify, support and provide opportunities for the professional development of staff from all ethnic groups.
The school strives to ensure that redundancy policies avoid any form of discrimination.

Equal Opportunities Employer

The Directors should ensure that in recruitment procedures any advertisements, short listing and interview procedures are without any hint of direct or indirect discrimination. In staff appointments the best candidate will be appointed based upon strict professional criteria as laid down in the job description. During employment it would be unlawful to discriminate in the way opportunities for promotion, transfer or training

were offered. It is also unlawful to discriminate in dismissals, particularly in redundancy dismissals.

Roles and Responsibilities

All
Every Employee is responsible for upholding and promoting the School Code of Conduct and for promoting equality and raising the achievement of all pupils (including, for instance, those from minority ethnic groups).

Directors
The Directors will demonstrate through personal leadership the importance of this policy ensuring that all staff are aware of the policy and understand their roles and responsibilities in relation to it. The Directors will monitor the impact of this policy.

Teachers
Teachers will familiarise themselves with this policy and know that their responsibility is to ensure that the policy is implemented. They will know the implications of the policy for their planning, teaching and learning strategies as well as for behavioural issues.

Non-Teaching Staff
Non-teaching staff will be issued with this policy by the Directors who appointed them and will familiarise themselves with it so they know what their responsibility is to ensure that the policy is implemented.

Pupils
Pupils will be made aware of how the policy applies to them. They will learn to treat each other with respect and report incidents of discrimination to an appropriate adult.

Awareness of Policy

Parents and pupils should know that the school has an equality and diversity policy and is committed to equality of opportunity for all pupils.
Complaints Procedure

If any member of staff in the school feels that this policy is not being followed, then they should raise the matter with their personal line manager and if necessary the Directors.
If any parent feels that this policy is not being followed, then they should raise the matter with Impact Independent School.
If any visitor feels that this policy is not being followed, then they should raise the matter with the person who invited them. If there is a formal complaint, then the school's complaints procedure will be used.