



## **Equality and Inclusion Policy**

LastAct is fully committed to the principles of equality of opportunity and the elimination of unlawful and unfair discrimination. We aim to ensure that anyone participating or wishing to participate in our school can do so in a discrimination free environment.

To achieve the school's objective of creating an environment free from discrimination and accessible to all, the school will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that the school's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.

### **Challenging inappropriate attitudes and practices**

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

### **Children with additional needs**

Our school recognises that some children have additional needs or physical disabilities that require support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending the school, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required we will assist parents where possible in accessing the funding required to provide the additional care.

### **Responsibilities**

**The Principal is responsible for ensuring that:**

- Staff receive relevant and appropriate training through an Induction
- The **Equalities policy** is consistent with current legislation and guidance

**The Principal will ensure that:**

- The Equalities policy is implemented and fully supported by all school employees

- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur

**All staff are responsible for:**

- Upholding the commitment to the principles of this policy
- Addressing incidents of discriminatory behaviour, language or attitudes amongst children they have responsibility for

**How to complain**

**If you are a school attendee**

Any attendee who is unhappy with the application of this policy should make a complaint through the complaints procedure.

**If you are an employee**

Any employee who has a concern regarding the application of this policy should raise this with their line manager/Principal.

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To be reviewed January 2026 or as regulations change

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare requirements: Equal opportunities [3.67], Information for parents and carers [3.73], and Child protection [3.7].*