



Equality & Inclusion Policy

Title	Equality and Inclusion Policy
Summary	This policy sets out NLT's commitment and approach to equality, diversity and inclusion.
Purpose	To ensure that all stakeholders are aware of this policy and its application in relation to equality, diversity and inclusion for all learners and staff.
Operational Date	1.10.21 Reviewed 07.10.22 (LSS) Last review October 2024 Lorraine Squires Shaw
Due to review	October 2026

There have been several recent changes to inclusion and equality, which New Leaf Triangle recognise including:

- **Equality Act 2024 amendments**

These amendments came into effect in October 2024 and include:

- **Gender reassignment:** There is a broader definition of gender reassignment to better protect transgender and non-binary individuals.
- **Pregnancy and maternity discrimination:** New provision requires employers to provide reasonable accommodation for pregnant employees.
- **Disability protections:** The Act has strengthened protections for disabled workers and made it clear that discrimination based on disability is unlawful.
- **Scope of the Act:** The Act has been extended to cover more public functions and services.
- **Sexual harassment:** Employers are be legally required to take reasonable steps to prevent sexual harassment.

1. Introduction

Types of discrimination ('protected characteristics')

It is against the law to discriminate against anyone because of:

- age
 - gender reassignment
 - being married or in a civil partnership
 - being pregnant or on maternity leave
 - disability
 - race including colour, nationality, ethnic or national origin
 - religion or belief
 - sex
 - sexual orientation
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- **Discrimination can come in one of the following forms:**
 - direct discrimination - treating someone with a protected characteristic less favourably than others

- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- victimisation - treating someone unfairly because they've complained about discrimination or harassment

NLT mission and values

Our mission is to use the natural environment and animals, to help children, young people and adults, from all backgrounds, to learn and combat personal challenges through fun motivational activities.

New Leaf Triangle (NLT) is committed to equality and inclusion.

We recognise the value of diverse environments and strive to promote a culture in which all students, staff and members of the NLT community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

We are committed to an ethos and culture of inclusion at NLT for all students, irrespective of race, religion/belief, political views, disability, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQ+).

NLT is an inclusive environment where we focus on the well-being and progress of all our children and young people and where all members of the NLT community are of equal worth.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development.

We oppose all forms of unlawful and unfair discrimination and bullying and harassment. As a community, we recognise the need to champion equality and ensure inclusion for all students; where appropriate, making necessary adjustments to enable everyone's participation.

NLT believes that education (both formal and informal learning) is fundamental to equality of opportunity. It prepares young people for life and is a powerful influence on access to and advancement in employment. All young people should be able to learn and develop fully in a truly diverse and inclusive environment.

NLT is committed to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. Our aim is that our staff and volunteers are truly representative of all sections of society and work in an environment where everyone is respected and able to perform to the best of their ability. Our policy is to provide equality and fairness for all in our employment and in

our provision of services.

All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures.

3. Equality and Inclusion – NLT Policies

Through this policy, and the wider practices within NLT we seek to empower our young people to embrace diversity and challenge discrimination. We equip our directors and staff to fulfil their legal responsibilities, ensure that NLT's safeguarding procedures are comprehensive and inclusive and enable robust monitoring of our progress.

Inclusion underpins all our NLT policies.

As part of our overall NLT policy development there are a number of policies that we must have in place and regularly review to ensure that we are addressing our statutory responsibilities. These include Anti-bullying Policy, Safeguarding Policy, Quality Assurance Policy, Personal Care Policy, Professional Conduct Policy and Positive Behaviour Support Policy. Any arising incident will be dealt with by the appropriate policy. There should never be any grey areas when it comes to young people's safety and well-being.

This is supplemented by a range of other policies that we feel are important to have for our whole community. It is our belief that equality and inclusion is central to **all** of our policies and that we maintain an ethos that welcomes diversity and promotes equal opportunities for all, ensuring all our students and their families feel valued and supported and making sure that equality and inclusion is evident in everyday NLT life.

This includes gaining feedback from students, their parents/carers, and external stakeholders. We actively seek young people's views through half termly tutorials and student forums. Every year we hold a mental health awareness week and an antibullying week, as well as learning about different cultures and faiths. Our staff receive a thorough induction which includes supporting students with a range of needs and ongoing training relevant to their role. We actively seek feedback from staff and meet with each member at least termly for supervision and support.

4. Responsibilities

Directors have overall responsibility to:

- promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation
- ensure policies and procedures are in place to comply with equality legislation
- ensure NLT implements policies and practices in line with the principles of equality and inclusion

- follow the relevant procedures and take action in cases of unfair discrimination, harassment or bullying
- ensure appropriate training and awareness raising is undertaken with staff - ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.
- make sure that all staff know their responsibilities and receive the support and training necessary to carry them out.

All NLT Staff have a responsibility for the day-to-day operation of this policy and will contribute to an inclusive and welcoming environment.

Students are responsible for:

- respecting others in their language and actions
- following all of the relevant NLT policies and codes of conduct in line with the principles of equality and inclusion.

5. How do we promote Equality and Inclusion?

NLT promotes equality and inclusion within our NLT through the following activities:

- NLT/Centre Practices
- Policies
- Facilities
- Curriculum
- Training
- Recruitment

6. How do we counteract the risks of inequality

At NLT, we work towards counteracting the risks of inequality by:

1. Setting out clear documents in regards to how people should be treated, including the student and staff hand books
2. Challenging any negative attitudes
3. Treating all staff and students fairly and equally
4. Creating an all-inclusive culture for staff and students
5. Avoiding stereotypes in examples and resources
6. Using resources with multicultural themes and including these in schemes of work
7. Ensuring that referral processes are clear accessible to all and places are given purely on account of need and suitability of the placement for each individual

7. Signs of concern regarding inequality

As well as being vigilant in our day to day practice, NLT looks out for signs of concern by evaluating equality through:

- Student surveys

- Parent surveys
- Session observations – themed
- Staff surveys
- Achievement gaps

In the future we plan to mitigate against achievement gaps by comparing target achievements and destinations of different groups of students.

6. Disclosure process and Complaints Procedures

In the first place, please contact Lorraine Squires Shaw (Executive Director and DSL) who will try to resolve your concerns. If there is no resolution, you will be advised of the Complaints procedure.

NLT has a robust and transparent Complaints procedure. If a complaint is made regarding equality or inclusion, the Complaints process will be fairly and systematically applied.

Contacts

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Useful links:

<https://www.gov.uk/government/organisations/department-for-education/about/equality-and-diversity>

<https://cpdonline.co.uk/knowledge-base/safeguarding/promoting-equality-and-diversity-in-the-classroom/>

<https://equaliteach.co.uk/education/classroom-resources/>