

### Introduction

The Gates is dedicated to celebrating diversity and fostering positive relationships among people from all backgrounds and cultures. We strive to create an inclusive environment where every individual, regardless of their background or circumstances, has the opportunity to achieve their full potential. This policy outlines our approach to equality and aligns with the principles set out in the **Equality Act 2010**, which highlights the importance of addressing inequality and building strong, confident communities.

### Legislative Context

The **Equality Act 2010** protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender (including gender reassignment)
- Sexual orientation
- Religion or belief
- Pregnancy and maternity
- Marriage and civil partnership
- Race (including ethnic origin, colour, nationality)

Additionally, we also consider caring responsibilities and socio-economic conditions when working on equality issues.

### Aims

Our key objectives are to:

- Eliminate discrimination, harassment, victimisation, and any other conduct prohibited by the **Equality Act 2010**.
- Promote equality of opportunity between people who share a protected characteristic and those who do not.
- Foster positive relationships between people from different backgrounds and characteristics.

We aim to encourage respect for diversity, guided by our core values of Kindness, Respect, and Integrity.

### Roles and Responsibilities

- **The Gates Governors:** Ensure the publication of equality information, review equality objectives regularly, and monitor progress. All governors are responsible for this however the named governor for contact is Sarah Foster
- **Head Teacher (Sean Doherty):** Work closely with the designated member of staff for equality to address any concerns and ensure all staff and governors are well-informed about relevant legislation.

- **SENCO (Paula Jackson)** Promote understanding of equality objectives among staff and students, monitor success, and report progress.
- **All staff at The Gates:** Assist in promoting equality awareness and addressing any training needs. Contribute to achieving the equality objectives outlined in this policy and adhere to its principles.

### Eliminating Discrimination

We are committed to:

- Ensuring fairness and equality in all employment practices and fostering a workplace where diversity is respected and supported.
- Providing staff with training to effectively meet the diverse needs of our community, particularly for vulnerable and at-risk groups.
- Applying a clear and robust policy framework to eliminate discrimination in both the workplace and in our services, ensuring fair treatment for everyone.

### Advancing Equality of Opportunity

We aim to:

- Remove any disadvantages experienced by individuals with particular protected characteristics.
- Encourage all people to take part fully in school or community activities, regardless of their background.
- Provide ongoing training for all staff and leaders to ensure that diversity and equality are integral to our organisational culture.

### Fostering Good Relations

We aim to foster positive relationships across our communities by:

- Promoting tolerance, understanding, and respect for different cultures and religions through our curriculum and community-based activities.
- Engaging with the local community to ensure our services meet the needs of all.

### Equality Considerations in Decision-Making

We ensure that equality is considered when making significant decisions, such as planning events or trips, by:

- Ensuring that activities do not conflict with religious holidays.
- Making sure activities are accessible to students with disabilities.
- Ensuring equal provision for all students, irrespective of gender or background.

### Equality Objectives

Our equality objectives include:

- Regularly reviewing policies and procedures to ensure compliance with **the Equality Act 2010**.
- Addressing and challenging bias and stereotyping within the organisation.
- Offering ongoing equality and diversity training for staff and governors.
- Ensuring that all pupils have access to a broad, inclusive curriculum, offering diverse learning opportunities.

## **Monitoring and Review**

This policy will be reviewed and updated at least every four years. Progress towards achieving the equality objectives will be monitored by the senior leadership team and reported annually to the Board of Trustees.

By following this approach, we ensure not only compliance with legal requirements but also the creation of a fair, inclusive, and supportive environment for all.