

Everly East

**Equality, Diversity &
Inclusion Policy**

Everly East

Citizenship curriculum/policy plan

2026/2027

Person responsible for the Policy:	Josie Vujcic
Date Written:	February 2026
Signed:	
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Key Changes Made:	

Equality, Diversity and Inclusion Policy

Everly East Academy

Introduction

Everly East Academy is committed to promoting equality, diversity and inclusion within all aspects of school life. The school recognises its responsibilities under the Equality Act 2010 and is committed to ensuring that all pupils, staff and members of the school community are treated fairly and with respect.

Everly East Academy provides a specialist educational environment for pupils with a range of additional needs including Social, Emotional and Mental Health (SEMH), Autism Spectrum Disorder (ASD), Communication and Interaction needs, and Cognition and Learning needs.

The school values diversity and seeks to create an inclusive environment where everyone feels safe, respected and valued.

Our approach reflects the school's core values of Care, Growth and Aspirations, ensuring that all pupils are supported to develop confidence, independence and a sense of belonging.

Purpose of the Policy

The purpose of this policy is to:

- Promote equality of opportunity for all pupils and staff
- Eliminate unlawful discrimination, harassment and victimisation
- Foster positive relationships and mutual respect
- Support inclusion and accessibility across the school
- Ensure compliance with the Equality Act 2010

Protected Characteristics

Under the Equality Act 2010, it is unlawful to discriminate against individuals based on protected characteristics.

These include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Everly East Academy is committed to ensuring that no member of the school community is treated unfairly because of any protected characteristic.

Promoting Equality, Diversity and Inclusion

Everly East Academy promotes equality and inclusion through:

- Creating a safe and supportive learning environment
- Promoting respect and tolerance across the school community
- Delivering an inclusive curriculum that reflects diversity
- Challenging discriminatory behaviour and language
- Supporting pupils with additional needs to access learning

Equality and inclusion are embedded throughout the curriculum, pastoral support systems and wider school ethos.

Responsibilities

Headteacher

The Headteacher is responsible for ensuring that the school meets its legal obligations under equality legislation and that this policy is implemented effectively.

Staff

All staff are responsible for:

- Promoting equality and inclusion within their practice
- Treating pupils and colleagues with respect
- Challenging discriminatory behaviour where appropriate
- Supporting pupils to develop understanding and respect for diversity

Pupils

Pupils are expected to treat others with respect and contribute to a positive and inclusive school environment.

Equality Objectives

Everly East Academy has established the following equality objectives to support the promotion of equality, diversity and inclusion within the school.

Objective 1

To promote respect, tolerance and understanding of diversity through the curriculum and wider school activities.

Objective 2

To ensure that pupils with Special Educational Needs and Disabilities have full access to learning opportunities and are supported to achieve their potential.

Objective 3

To promote positive relationships and inclusive behaviour across the school community.

Objective 4

To ensure that staff receive appropriate guidance and support in promoting equality and inclusion.

Objective 5

To ensure that discriminatory behaviour, language or attitudes are addressed promptly and appropriately.

These objectives will be reviewed periodically to ensure they remain relevant and effective.

Monitoring and Review

The Senior Leadership Team is responsible for monitoring the implementation of this policy and ensuring that equality objectives are met.

The policy will be reviewed regularly to ensure compliance with current legislation and to support continued improvement in equality, diversity and inclusion across the school.

Equality Statement

Everly East Academy

Everly East Academy is committed to creating a safe, inclusive and supportive environment where every member of the school community is respected and valued.

We believe that all pupils should have equal opportunities to learn, develop and succeed regardless of their background, identity or individual needs. Our school community celebrates diversity and promotes respect, understanding and fairness.

As a specialist provision supporting pupils with Social, Emotional and Mental Health needs, Everly East Academy recognises that equality and inclusion are essential to ensuring that all pupils feel safe, supported and able to access education.

Our approach is guided by our core values of Care, Growth and Aspirations.

Care ensures that all pupils are supported within a relational environment where wellbeing and belonging are prioritised.

Growth reflects our belief that every pupil is capable of progress and development when provided with the right support and opportunities.

Aspirations encourage pupils to believe in their potential and develop the confidence and skills needed to build positive futures.

Everly East Academy is committed to fulfilling its duties under the Equality Act 2010 by:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity for all pupils and staff

- Fostering positive relationships within the school community

Equality, diversity and inclusion are embedded throughout the school's curriculum, policies and daily practice. Staff actively promote respect for different cultures, beliefs and identities and challenge discrimination where it occurs.

Through our curriculum, pastoral support and wider school ethos, we aim to ensure that all pupils feel respected, supported and able to thrive.

Everly East Academy will continue to review its policies, practices and procedures to ensure that equality and inclusion remain at the heart of everything we do.