

# Equalities Policy

At Articulacy, we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including students with additional needs. To achieve Articulacy's objective of creating an environment free from discrimination and welcoming to all, staff and associate freelancers will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each student is valued as an individual without racial or gender stereotyping.
- Not discriminate against students on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Help all students to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that students feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that Articulacy's recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

## Challenging inappropriate attitudes and practices

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

## Racial harassment

Articulacy will not tolerate any form of racial harassment. Articulacy will challenge racist and discriminatory remarks, attitudes and behaviour from the students in the workshop, from staff and from any other adults on the premises (eg Student Ambassadors, other teachers etc).

## Promoting equal opportunities

Articulacy's Equal Opportunities Named Coordinator (ENCO) is Julia Ward. The ENCO is responsible for ensuring that:

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

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

## Students with additional needs

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

## Special Educational Needs Coordinator

Articulacy's Special Educational Needs Coordinator (SENCO) is Julia Ward. The SENCO will:

- Manage the provision for students with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such students.
- All members of staff will assist the SENCO in caring for students with additional needs or physical disabilities.

This policy was last reviewed by Articulacy on 12<sup>th</sup> February 2020

Signed on behalf of Articulacy



Print name here

Leanne Fennell

Date

12<sup>th</sup> February 2020

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 Student protection [3.7].