

# Equality and Diversity Policy

## **Equality Information Statement**

The Equality Act 2010 introduced a single Public-Sector Equality Duty (PSED). The duty replaced previous equality duties on race, disability, and gender. In summary, the duty requires public bodies, which includes schools and Pupil Referral Units, to have 'due regard' to the need to:

- eliminate unlawful harassment, discrimination, and victimisation
- advance equality of opportunity
- foster good relations

The management at Vibrance is required to publish information to show that its members have consciously thought about the three aims of the Equality Duty as part of the decision-making process. The information must include evidence of how the service impacts people with relevant protected characteristics. The protected characteristics are: -

- race
- disability
- gender
- age
- religion or belief
- sexual orientation
- pregnancy and maternity
- gender reassignment
- marriage and civil partnership

The leadership of Vibrance has approved the following statement.

## **Statement of Equality Information**

While students are taught by Vibrance staff, Vibrance is committed to ensuring they have access to an appropriate curriculum that leads to exciting and challenging learning opportunities that help them achieve their potential. Vibrance's provision supports all students acquiring essential skills to return successfully to a mainstream setting or adulthood.

The relevant protected characteristics considered in the planning, provision, and policies at Vibrance are race, disability, gender, age, religion or belief. Vibrance addresses these issues as follows:

### **Race, Religion and Belief**

Vibrance monitors the ethnic makeup of its population continually, ensuring that its students' cultural and religious needs are appropriately embraced in all aspects by tutors delivering education on behalf of Vibrance.

All staff understand the religious, racial, and cultural differences of the students we serve, and they work hard to secure and maintain mutual understanding and respect. As best practice, Vibrance is robust in responding to and

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recording racial incidents and uses education to improve tolerance and understanding through its personalised curriculum.

### **Promoting Fundamental British Values**

As part of a broad and balanced curriculum, staff are obligated to promote students' spiritual, moral, cultural, mental and physical development. Within this remit, staff should also promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Actively promoting the values means challenging opinions or behaviours contrary to British values.

The list below describes the understanding and knowledge expected of learners as a result of promoting fundamental British values.

- An understanding of how citizens can influence decision-making through the democratic process.
- An appreciation that living under the rule of law protects individual citizens and is essential for their well-being and safety.
- An understanding that there is a separation of power between the executive and the judiciary and that while some public bodies, such as the police and the army, are held to account through Parliament, others, such as the courts, maintain independence.
- An understanding that the freedom to choose and hold other faiths and beliefs is protected by law.
- An acceptance of the importance of identifying and combating discrimination.

### **Disability and Gender**

Many staff have undergone specialist disability training and accessed a range of courses in Special Educational Needs and Disabilities (SEND). Every student has a personalised curriculum that considers their needs and learning barriers—each personalised education programme is evidence that reasonable adjustments are made to the curriculum, social activities and environment.

### **Complaints / Incidents**

Vibrance has yet to receive any complaints about equality, and no incidents involving racial discrimination have been recorded during the same period.