

# Equality, Diversity and Inclusion Policy

Journey Independent School

September 2025



## 1. Purpose:

This purpose of this policy is to set out:

- Journey Independent School is commitment to equality and diversity;
- What Journey Independent School aspires to in relation to equality and diversity, especially in teaching & learning; and
- What the responsibilities of staff and students are in relation to equality and diversity.

## 2. Policy Statement

Journey Independent School believes that equality is one of the key values of Journey Independent School and must be embedded in everything Journey Independent School does.

We are fully committed that everyone, whatever their circumstances or background, will:

- Be fully respected and valued
- Have equality of opportunity
- Have full access to all activities (wherever possible)
- Be treated as an

individual. This will be achieved

through:

- adopting a 'whole organisation' approach to equality, diversity & inclusion;
- ensuring awareness of equality, diversity & inclusion across Journey Independent School and at all levels of staff;
- ensuring effective recording and monitoring of data on participation, retention, and success to narrow the achievement gap of key ED&I groups;
- ensure staff receive training appropriate to their role;
- adopting clear lines of communication with staff and learners, keeping them up to date on legislation and procedures, including keeping them within the law and supporting them to act in non-extremist ways;
- ensuring adequate links are kept with outside agencies and partners to promote equality, diversity & inclusion;
- ensuring all teaching, learning and assessment documents and materials support the concept of equality & diversity;
- ensuring clear and timely reporting procedure.

## 3. Scope

This policy statement covers all staff, volunteers, employers, partners and learners of Journey Independent School. It also includes visitors, contractors and suppliers.

## 4. Monitoring, Evaluation and Reporting:

Journey Independent School Equality, Diversity & Inclusion Group, led by an identified member of Journey Independent School Senior Management Team (SMT), will act as the forum to monitor and evaluate marketing activity.

The Group's activity will be reported to Journey Independent School SMT, and the Governance Board.

## **5. Equality, Diversity & Inclusion:**

This policy will be used to promote fairness in all aspects of practice within Journey Independent School and support Journey Independent School's commitment to be fully inclusive. Journey Independent School recognises that some groups of learners may be more vulnerable to abuse and exploitation (e.g. learners with learning difficulties, mental health issues, young people, children, etc.).

All learners regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have the right to equal protection from all types of prejudice and the risk of radicalisation.

## **6. Associated Policies and Procedures:**

- Disability Statement
- Health & Safety Policy
- Marketing & Communications Policy
- Safeguarding Children and Young People Procedure
- Child Protection Procedure
- The Prevent Duty

## **7. Postholder to Contact**

Senior Partner with responsibility for Equality, Diversity & Inclusion.

## **8. Review:**

The policy will be reviewed again in January 2026.

## Appendix 1:

### Roles and Responsibilities in relation to Equality and Diversity

#### 1. The Senior Management Team lead is responsible for:

- giving a consistent high profile lead on equality issues and promoting equality both internally and externally;
- being aware of statutory duties in relation to equality legislation as an employer and service provider;
- being responsible to ensure that Journey Independent School complies with equality legislation and the codes of practice supporting it;
- ensuring that equality and diversity targets are embedded in all Service planning;
- ensuring that Service roles and responsibilities are complied with; and
- ensuring that appropriate action is taken against individuals working on behalf of Journey Independent School who do not act in accordance with the policy.

#### 2. The Senior Management Team is responsible for:

- consideration of a termly report to ensure to ensure that the Equality and Diversity Policy and resulting Action Plans are implemented effectively;
- ensuring Journey Independent School strategic plan includes a commitment to equality and diversity and is reflected fully in Journey Independent School delivery plans
- ensuring publicity materials, communications and feedback present appropriate and positive messages about minority groups;
- ensuring that equality and diversity training is part of Journey Independent School strategic workforce development plan; and
- receiving and responding to monitoring information on equality target groups, retention and success.

#### 3. The Equality and Diversity County Group is responsible for:

- overseeing the continuing application and development of the equality and diversity policy in line with legislation and Journey Independent School strategic objectives;
- preparing, monitoring and reviewing the equality and diversity aspects of Journey Independent School SAR,
- reporting each term to the Senior Management Team on equality and diversity issues;
- ensuring publicity materials, communications and feedback present appropriate and positive messages about minority groups;
- learner induction programmes and tutorials reflecting Journey Independent School is commitment to promote equality;
- ensuring that Equality and Diversity is embedded across all curriculum areas and in teaching and learning practice; and
- advising on the formulation of policies, procedures and resources as necessary.
- ensuring that appropriate training and development is provided for both staff

and learners to respond effectively to a safe learning environment where learners are protected from harm and the risk of exploitation and radicalisation

- monitoring and ensuring that staff are attending and completing the appropriate EDI training, in a timely manner.

#### **4. Managers are responsible for ensuring that:**

- ensuring that all aspects of service activities are sensitive to matters of equality, including recruitment, planning and quality assurance;
- ensuring that there is a creating a positive, inclusive ethos that challenges inappropriate language and behaviour and celebrates diversity;
- ensuring that they are aware of Journey's statutory duties in relation to equality legislation;
- ensuring that ED&I monitoring data is collected and analysed; ensuring publicity materials, communications and feedback present appropriate and positive messages about minority groups; and
- ensuring that targets on participation, retention and achievement of learners are monitored and evaluated within an area and theme.

#### **5. Programme Development staff are responsible for:**

- reflecting equality and diversity issues where appropriate in teaching observation reports;
- reflecting equality and diversity issues where appropriate in actions plans;
- ensuring publicity materials, communications and feedback present appropriate and positive messages about minority groups and
- ensuring that internal verification procedures include scrutiny of equality and diversity issues.

#### **6. All staff are responsible for:**

- ensuring that they are aware of Journey Independent School statutory duties in relation to equality legislation;
- ensuring that they build a culture where people feel confident to disclose/discuss their needs;
- challenging discrimination and inappropriate language, influence and behaviour by staff, learners, and other users of our services; and
- ensuring schemes of work, lesson content and teaching resources demonstrate understanding of and sensitivity to issues of equality and diversity.

#### **7. All learners are responsible for:**

- ensuring that they create and maintain an environment where harassment, influence and discrimination are considered unacceptable;
- ensuring that they support and comply with the aims of the Equality and Diversity Policy and procedures; and
- ensuring that they understand the consequence of contravening equality legislation and Company Policy.

#### **8. Partners, Contractors and Service Providers are responsible for**

- adhering to any equality guidelines in agreements or contracts; and
- demonstrate their commitment to equality and diversity and have policies and procedures in place to achieve this.



## Single Equality Scheme

The Single Equality Scheme builds on actions already undertaken by Journey Independent School in preparing action plans to address Race, Disability and Gender Equality. It widens responsibilities to incorporate actions to address the new duties specified in the [Equality Act 2010](#): age; religion or belief; sexual orientation; gender identity; transgender; marriage and civil partnerships; pregnancy and maternity leave.

Actions to implement and develop policy are incorporated in a Single Equality Scheme for Journey Independent School. This sets out how Journey Independent School will:

- put learners at the heart of everything we do
- demonstrate our commitment to promoting equality and diversity
- involve staff and students in celebrating equality and diversity and in identifying areas for improvement
- evidence how we are fulfilling our statutory duties
- impact assess all we do
- meet the needs of the local community and build community cohesion; and
- obtain externally assessed benchmark measures of equality practice.

## Key actions identified in the Single Equality Scheme include:

- Impact assessment of Journey Independent School policies, practices and procedures.
- Collation and analysis of identified staff and student statistics to provide information and inform actions to improve retention and achievement.
- Provision of regular equality updates to staff, and students.
- Development and review of Journey Independent School equality and diversity strategy, and action planning on an annual basis, in line with Journey Independent School strategic objectives.
- Supporting the development of appropriate teaching and learning, curriculum design and delivery, marketing, recruitment and selection, training, positive action, and support services strategies to embed equality in all aspects of Journey Independent School, using evidence from statistical analysis, consultation and diverse socio-economic backgrounds.
- Defining the work of Journey Independent School equality Task Groups (See Appendix 3 for details) in supporting strategic outcomes.
- Other project work/tasks as defined by Journey Independent School Equality and Diversity Group.

## Appendix 3:

### Protected Characteristics

**This is more information on each of the nine protected characteristics within the Equality Act 2010.**

<b>Age:</b>	Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
<b>Disability:</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment:</b>	The process of transitioning from one gender to another.
<b>Marriage &amp; civil partnership:</b>	In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
<b>Religion and belief</b>	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
<b>Sex</b>	A man or a woman.
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.



