



Redbridge Alternative Provision

Equality Information and Objectives Statement

Date Approved: November 2022

Next Review: Autumn Term 2023

INTRODUCTION

This policy describes the way in which Redbridge Alternative Provision (RAP) meets the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy is applied to all staff and pupils, as well as any volunteers working in the school.

ACCESS

Employees, pupils and volunteers are made aware of the existence of this policy and where it can be accessed. This policy is reviewed annually.

POLICY STATEMENT

RAP will adhere to the requirements of the Equality Act 2010 by not discriminating against pupils, staff, volunteers or anyone involved in external agencies the organisation may be working with on the grounds of: Sex, race, disability, religion or belief or sexual orientation.

In addition, there will be no discrimination against:

- Pregnant females or new mothers
- Staff, pupils or volunteers undergoing gender re-assignment
- Pupils due to the behaviour of their Parents/Carers and/or siblings

When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to RAP
- All pupils at RAP

In addition, RAP will:

- Ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- Supply specialist aids and facilities to enable disabled people
- Monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- Undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- Treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings