

Equalities, Information and Objectives

Simply Great Education demonstrates a strong culture of inclusion through the provision's vision, values and culture. Staff and directors are committed to promoting equality of opportunity across the Provision community and take the Equality Act 2010 requirements seriously. <https://www.legislation.gov.uk/ukpga/2010/15/contents>

Our Equality Duty aims to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups that differ from those of other people.
- Foster good relations between people who share a protected characteristic and those who do not by encouraging people from protected groups to participate in public life or other activities where their participation is disproportionately low.
- consulting and involving those affected by inequality in our provision's decisions to promote equality and eliminate discrimination - affected people could include parents, learners, staff and members of the local community.

Equality Objectives (will next be reviewed in March 2024)

- To ensure that all learners new to the provision, including SEND and EAL, experience a successful transition, are happy and settle quickly to learning.
- To ensure that all learners, irrespective of gender, make at least good progress year on year and to close gaps in attainment between boys and girls.
- To ensure that all parents are happy to come into the provision, take part in provision events and feel they can raise concerns about their young person or how they are treated as a member of the provision community and do not feel discriminated against in any way.

- To extend our learners' understanding of cultural diversity and tolerance of differences in culture and religious beliefs through positive experiences of different cultures, traditions and languages.

Equalities information

All stakeholders at SGE live through our Provision Values of Responsibility, Honesty, Inclusion, Respect, Perseverance and Collaboration – we all strive to demonstrate these both in and out of provision, at all times in all we do. We promote inclusivity at all times, regardless of race, religion, ethnicity, sexual orientation, gender identity, disability, age or gender, and we endeavour to improve the lives of all our children, young people and families.

We celebrate our diversity and take steps to tackle all kinds of bullying, and in doing so, we believe that children will be happier and more successful. We celebrate all our children and their families without discrimination. We are a caring community where our Provision Values are built on respect and inclusivity for all.

At SGE, we are determined that all our learners will achieve academically, vocationally, socially, and emotionally the best they can. We analyse our learner performance regularly to identify young people who appear to be struggling, understand why and take steps to remove any barriers to learning.

Equality is about more than academic achievement and is key to our approach. We are committed to ensuring that all students have as full access as is reasonably practical to all the opportunities that the provision provides and that all students, [regardless of background, gender, culture, faith, ability, economic status or ethnic origin] will be treated with equal respect by fellow learners, teachers and other staff.

Our provision has specific policies on Admissions, Behaviour, Bullying, Equalities and Special Educational Needs. We ensure that all policies, where appropriate, especially these policies, promote equality. Policies are regularly reviewed and agreed upon by the provision's Directors. They form a key part of the basis of the day-to-day running of our provision.