



MacIntyre Academies Quest Academy

Equality Policy

Our Vision - Our Quest “working together, nurturing individuals, celebrating uniqueness, unlocking potential, friendships and memories **“Ready for Life”**”.

Our Mission- To create a school community where everyone can **“be who they are and become who they are not yet”**”.

Version	Purpose/Change	Responsibility	Date
2	Use of learners and Academy throughout	V Scranage	July 2021
3	Academy replaced school	V Scranage	May 2023

Person responsible: Principal
Date of first draft: July 2019
Date of staff consultation: July 2019
Date adopted by the Trust Board: November 2019
Date of implementation: November 2019
Date reviewed: May 2023
Date of next review: May 2025

Equality Policy

Following the Equality Act 2010, a basic framework has been established in law as a means of protection against indirect and direct discrimination, harassment and victimisation, access to services, premises, education, associations and transport - on any of the nine protected characteristics. These characteristics are defined in the act as Race, Disability, Sex, Religion or belief, Sexual orientation, Age, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity.

Quest Academy will keep the access needs of the Academy under review and plan for improvements for our learners within the following strands:

1. The curriculum
2. The physical environment
3. The delivery of information

The Trustees, Local Advisory Board (LAB) and staff of Quest Academy are totally committed to equal opportunity as defined above for all learners, staff, parents/carers and visitors. We believe that the diversity of our Academy community is a great asset.

The Academy building complies with all regulations and is physically accessible to all. Furniture, fixtures and fittings in the Academy are appropriate to the needs of the learners, staff, parents/carers, visitors and altered if necessary. Any future developments on the Academy site will be constructed and developed with accessibility in mind.

Quest Academy offers a broad and balanced curriculum, to ensure that the physical environment is accessible and that written information is available to all parents/carers. The majority of our learners have an Autistic Spectrum Disorder (ASD) and / or Social, Emotional and Mental Health (SEMH) needs and hence the delivery and sharing of information will take account of these needs.

The Academy acknowledges that the society within which we live is enriched by ethnic diversity, culture, faith, age, disability and the life choices of its citizens.

- MacIntyre Academies Trust commitment to equal opportunities is expressed throughout its policies, in materials for job applications and in staff job descriptions. As an employer, MacIntyre Academies Trust has a commitment to equality encompassing direct and indirect discrimination and will make every effort to be proactive in its approach on behalf of the Academy community.
- All systems and policies are designed to ensure that there is no bias against any minority group and if any bias is discovered we have a commitment to redressing it. It is our intention that everyone is treated equitably and with respect and we regularly examine procedures and practices to ensure that they are working.
- Quest Academy will provide a safe and secure environment for all staff and learners and will take action against all forms of discrimination and harassment. Harassment of staff or learners, whether physical or verbal, by anyone is unacceptable.
- The curriculum is developed to ensure a high level of accessibility for all learners, and positive opportunities for individualisation of curriculum delivery adapted to current cohorts of learners. This includes: An audit of the curriculum, re-write/amend schemes of work to ensure equal opportunities offered to all learners. Review curriculum delivery - learner groupings / timetabling to ensure equal access for all learners.
- Ensure information provided to learners and parents/carers is in their preferred format e.g. Symbols, translations.
- Complaints will be dealt with promptly and will be monitored against all areas covered by legislation. We aim for openness and transparency. The process will be monitored against all areas covered by legislation. We will encourage the use of external agencies to support the complaints procedure where require.