



Equality Statement

Our Values

Flourish With Us Ltd is committed to supporting the education and personal development of young people with complex social and emotional needs in Lincolnshire and surrounding areas.

Our company vision underpins everything we do: “Working together to improve outcomes for children and young people and empowering professionals through training and sharing good practice.”

Company Aims

Flourish With Us Ltd continuously strives to ensure that everyone is treated with respect and dignity. Each person in the provision is given fair and equal opportunity to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexual orientation, disability or special education needs and ability.

Flourish With Us Ltd works to promote equality and foster positive attitudes and commitment to an education for equality both as an employer and a service provider.

We do this by:

- Treating all those within the Flourish With Us Ltd community (e.g. students, staff, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Challenging stereotypical views and learning to value each other’s differences through PSCE and through all other subjects and areas at the provision.
- Creating and maintaining an ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in our community to gain a positive self-image and high self-esteem.
- Having high expectations of everyone involved with the whole Flourish With Us Ltd community.
- Promoting mutual respect and valuing each other’s similarities and differences and facing equality issues openly and honestly. In particular, we will challenge comments and behaviour by staff, children and young people, parents or visitors which are implicitly or explicitly in any way contrary to the principles of equality enshrined in the Equalities Act 2010 and will work to change the attitudes behind these. This includes racism, sexism, homophobia, transphobia, ageism and prejudice about disability, religion or belief, pregnancy or maternity, marriage, or civil partnership.
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all.

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- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

Equality

The Headteacher and staff at Flourish With Us Ltd are committed to observing the general public sector duties defined in the Equality Act 2010. The academy is aware of its responsibilities under the Equalities Act 2010, and we are implementing our Public Sector Equality Du

The Act gives us three general duties:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Specific Equality Objectives

The Headteacher and staff of Flourish With Us Ltd are committed to raising the standards of practice and learning in order to raise achievement. Specifically to ensure that, regardless of need:

1. All children and young people leave Flourish With Us Ltd with the improved skills for learning, and engaging in their designated school.
2. All children and young people leave with an improved sense of self-worth.
3. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our community and society as a whole.
4. To continue to work towards diminishing gaps in attainment and achievement all groups of children; especially gender bases, children eligible for free-school meals, children with special educational needs and disabilities, looked after children and children from different heritage groups.
5. Diversity is valued and celebrated within the provision.

Monitoring and Review

This policy is reviewed annually by the Headteacher