

# THE KEY ALTERNATIVE PROVISION

# POLICY STATEMENT

# ON

# EQUALITY AND

# DIVERSITY

*Policy approved by: Management Committee*

*Date reviewed: Spring Term 2024*

*Next review date: **Spring Term 2027/28 (every four years)***

*Management Committee*

Here at The Key Alternative Provision we take pride in being in one of the most culturally rich and diverse boroughs in the UK.

This policy document sets out our commitment to creating an environment in which everyone at The Key Alternative Provision can take a full part in the social, cultural and economic wealth of the borough. It also sets out our commitment to promoting equality and diversity amongst our students, our staff and residents. Our equality and diversity policy links directly to some of the local authority's strategies and plans, in particular the strategic plan which sets out priorities for action to improve the quality of life for everyone living and working in Tower Hamlets.

### **What Are Our Aims?**

We want to see a strong spirit of community and good race relations in Merton. We will put in place a range of actions to get rid of prejudice, discrimination and victimisation within the communities we serve and our workforce and students. We will develop and promote policies and systems which make sure that the borough's communities, our workforce and students are not discriminated against or bullied for any reason.

### **How Will We Deliver Our Commitment**

We have formally adopted the 'Equality Standard for Local Government'. This is a nationally recognised framework which we will use to measure our progress in achieving equality and diversity on behalf of our community, workforce and students.

We will make sure that our employment practices (including recruitment, holding onto, training, developing, appraising, promoting staff and retirement) are accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the borough.

### **We Welcome the 'Equality and Discrimination Act 2010'**

Our commitment is supported by a legal duty to provide all services and employment opportunities fairly, without discrimination, and to keep to all relevant codes of practice. We believe we have a strong moral and social duty to recognise that discrimination takes place and to do everything we can to challenge prejudice and discrimination and promote equality.

**We are committed to providing high- quality services which everyone can get access to. Where appropriate, we will work with organisations to provide services which promote equal opportunities to all by:**

- ✓ building on our good practice;
- ✓ consulting with and involving all sectors of our community on using this policy
- ✓ providing accessible information and ways people can comment on all our services;
  
- ✓ carrying out equality impact assessments of new and existing policies and practices to make sure that they will not discriminate against anyone;

- ✓ delivering services which are appropriate to the needs of the community;
- ✓ removing barriers which deny people access to our services;
- ✓ using our powers to make sure that the organisations providing services on our behalf work in line with this policy; and
- ✓ Promoting an environment which gives all residents, staff and students an equal chance to learn, work and live free of discrimination and prejudice.

**We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce by:**

- ✓ Developing a workforce which reflects the community at all levels;
- ✓ Making sure that all employees know the effects of this policy and provide appropriate training;
- ✓ Making sure that all employees know about their rights of protection from discrimination, harassment or bullying;
- ✓ Developing and promoting policies which give everyone equal access to employment and opportunities; and
- ✓ Setting performance targets so we can measure our progress.

With the help of feedback from our staff and users, we will monitor, review and evaluate the effectiveness of our employment and service- delivery policies. If our monitoring reveals any gaps in our policies, we will take action to deal with this.