**  
Equality and Inclusion Policy**

## 1. Policy Statement

The Year 10 Summer School is committed to providing a welcoming, inclusive and respectful environment for all students, staff, parents, and visitors. We actively promote equality of opportunity and oppose all forms of discrimination based on age, disability, gender, race, religion or belief, sexual orientation, gender reassignment, or socio-economic background.

## 2. Aims

- To ensure all pupils have equal access to high-quality education and support.  
- To create an environment where everyone is treated fairly and with respect.  
- To celebrate diversity and ensure all individuals feel valued and safe.  
- To challenge and eliminate any form of discrimination, bullying, or harassment.  
- To ensure staff are aware of their responsibilities and receive appropriate training.

## 3. Implementation

- The curriculum will reflect diversity and promote positive attitudes toward all people.  
- Staff will challenge discriminatory behaviour or language.  
- Reasonable adjustments will be made to accommodate the needs of all learners.  
- Recruitment and staff practices will be fair, open and free from bias.

## 4. Responsibilities

- The Course Director (Roger Reeves) has overall responsibility for the implementation of this policy.  
- All staff are expected to uphold the principles of equality and inclusion.  
- Pupils will be encouraged to respect and support one another.  
- Concerns or breaches should be reported to the Course Director or Designated Safeguarding Lead.

## 5. Monitoring and Review

This policy will be reviewed annually or in response to any significant changes in guidance or practice. Feedback from staff, pupils and parents will be considered in the review process.