



## Equality and Diversity Policy

Tree of Life Educational and Therapeutic Input Ltd

Reviewed September 2025

### 1. Policy Statement

At Tree of Life Educational and Therapeutic Input Ltd, we are committed to creating an inclusive, nurturing, and respectful environment where all children and young people can thrive. We value diversity in our school community and actively promote equality of opportunity for pupils, families, and staff. Discrimination, bullying, harassment, or victimisation will not be tolerated.

We recognise the particular needs of children and young people with social, emotional, and mental health (SEMH) difficulties, and we work to ensure that barriers to learning and participation are identified and removed.

### 2. Purpose

This policy aims to:

- Promote equality of opportunity and positive relationships across all areas of school life.
- Comply with the Equality Act 2010, the SEND Code of Practice, and other relevant safeguarding legislation.
- Create a safe, supportive, and inclusive learning environment for pupils with SEMH needs.
- Challenge and prevent all forms of discrimination, harassment, and prejudice.
- Equip pupils to value diversity, respect differences, and develop tolerance and resilience.

### 3. Scope

This policy applies to:

- All pupils aged 4–18 attending Tree of Life Educational and Therapeutic Input Ltd.
- Staff, volunteers, governors/trustees, visiting professionals, and contractors.

- All aspects of school life, including teaching and learning, behaviour management, extra-curricular activities, admissions, and community engagement.

#### **4. Our Commitments**

We will:

- For Pupils:

- Provide equal access to a broad, balanced, and inclusive curriculum.
- Ensure teaching resources positively reflect diversity.
- Support pupils in developing self-esteem, emotional regulation, and respect for others.
- Actively challenge prejudice, stereotypes, and discriminatory language or behaviour.

- For Families and Carers:

- Work in partnership to support children's learning and wellbeing.
- Respect cultural, religious, and family differences.
- Ensure communication is accessible, inclusive, and non-discriminatory.

- For Staff and Governors:

- Recruit and promote staff fairly, with equal opportunities for training and development.
- Provide staff training on equality, diversity, inclusion, and SEMH needs.
- Ensure decisions are free from discrimination or unconscious bias.

#### **5. Responsibilities**

- Leadership Team: Ensure the policy is implemented, monitored, and reviewed.
- All Staff: Promote equality and challenge discrimination through daily practice.
- Designated Safeguarding Lead (DSL): Ensure safeguarding practices uphold equality and diversity principles.
- Pupils: Encouraged and supported to respect others and celebrate diversity.

#### **6. Monitoring and Review**

We will:

- Track pupil progress, attendance, behaviour, and participation to identify and address any inequalities.
- Collect and analyse data relating to protected characteristics where appropriate.
- Review this policy annually and in response to new legislation or guidance.

#### **7. Reporting Concerns**

- Pupils, parents, and staff can raise concerns about discrimination, bullying, or unfair treatment with any member of staff, the DSL, or through the school's complaints procedure.
- All concerns will be taken seriously, investigated promptly, and dealt with sensitively and confidentially.