

Brentwood School

Equality, Diversity and Inclusion Policy

Document Control	
Title	Equality, Diversity and Inclusion Policy
Owner	Brentwood School
Date Reviewed	Summer 2026
Related Documents	Safeguarding Handbook Behaviour Management Policy Complaints Accessibility Plan
Review	Spring 2026



BRENTWOOD SCHOOL
— Learning for Life —

1. Statement of Commitment

Brentwood School is committed to promoting equality, diversity and inclusion for all learners, staff, families and members of the wider community.

We will:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

These commitments reflect our duties under the Equality Act 2010 and the Public Sector Equality Duty.

2. Legal Framework

This policy is based on:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- DfE statutory guidance
- SEND Code of Practice (0–25)

The School protects all individuals with the following protected characteristics:

Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation.

3. Our Approach as a Specialist SEN FE School

As a specialist setting, we recognise that equality means meeting individual needs, not treating everyone the same. We will:

- Identify and remove barriers to participation
- Provide reasonable adjustments
- Deliver person-centred provision
- Promote independence, dignity and respect

4. Reasonable Adjustments and Accessibility

The School will:

- Ensure all learners can access education, facilities and services
- Provide appropriate adjustments (e.g. communication support, assistive technology, adapted timetables)
- Anticipate needs wherever possible
- Review support regularly

5. Responsibilities

Governing Board:

- Ensure compliance with equality legislation
- Approve and monitor equality objectives
- Review equality data and impact

Senior Leadership Team:

- Embed equality into strategic planning
- Monitor outcomes and address inequalities
- Ensure staff training and implementation

Staff:

- Promote inclusive practice
- Challenge discrimination
- Adapt teaching to meet individual needs

6. Preventing Discrimination

The School will ensure:

- Fair and equal access to learning and employment
- A safe environment free from harassment or bullying
- Prompt investigation of all concerns
- Appropriate action taken where required

7. Monitoring and Equality Information

The School will analyse:

- Student progress and achievement
- Attendance and behaviour
- Participation in enrichment and work experience
- Staff recruitment and retention

This information will be reviewed annually and inform interventions and planning.

8. Equality Objectives (2025–2029)

Objective	Specific	Measurable	Actions (Achievable)	Relevance	Timescale
Reduce gaps in outcomes	Identify and reduce differences in achievement, attendance and destinations between student groups	- Annual data reports - Monitor EHCP outcomes - Monitor destinations data	- EHCP tracking - Review meetings to identify barriers	Ensures equality of opportunity and meets legal duties	Baseline Sept 2025 Reviewed termly Full review July 2029
Improve student voice and participation	Increase participation of all learners, including those with communication needs	- Monitor participation rates - Evidence of student input - Engagement from AAC users	- Accessible surveys (symbols/digital) - AAC tools - Structured tutor sessions - Adapted student council	Supports inclusion and prepares learners for adulthood	Start Spring 2026 Reviewed annually Full impact 2029
Strengthen inclusive teaching practice	Ensure teaching is consistently adapted to meet all learner needs	- Monitor engagement - Reduced behaviour incidents	- Learning walks - Staff coaching - Sharing best practice	Improves outcomes and supports reasonable adjustments duty	Start Sept 2025 Sustained impact 2029
Promote inclusive workforce culture	Improve inclusivity and staff confidence in equality practice	- Positive staff survey results - Fair recruitment data - Reduced discrimination concerns	- Annual EDI training - Inclusive recruitment - Monitor staff data - Promote wellbeing culture	Ensures compliance as employer and supports positive culture	Baseline Autumn 2025 Reviewed annually Full evaluation 2029

9. Training

Staff will receive regular equality, safeguarding and SEN-focused training.

10. Accessibility and Communication

The School will provide information in accessible formats and ensure communication methods meet the needs of learners and families.

11. Linked Policies

Safeguarding, Behaviour, Complaints, SEND Policy, Accessibility Plan

12. Review

This policy will be reviewed annually.

Reviewed: 22.06.26

Ian Hardman

Review Date: June 2027