



*Elmley Dray
School*

Equality, Diversity and Inclusion Policy

The aim of Elmley Dray School is to carry on activities which benefit the children and vulnerable adults as well as the community and in particular (without limitation) to support people with autism and their families in Kent to improve their life outcomes (eg. education, health, care and employment). Elmley Dray School is committed to the inclusion of all learners within the school community and to promote equality, diversity and inclusion in all its work.

Rationale

This policy aims to ensure that Elmley Dray School provides its services in an inclusive way by placing the learner (child or vulnerable adult) at the heart of all decision making and provision of support and guidance.

It is fundamental that each learner is valued equally and accepted as a unique being with distinctive qualities and aptitudes.

Elmley Dray School will make its services as accessible as possible, with the use of technology in order to be flexible and adaptive to the needs of all learners and parents/carers.

In accepting that diversity is recognised and planned for; any barriers to inclusion and participation will be challenged and removed if at all possible within the confines of Elmley Dray School resources, and all clients will be provided with equality of opportunity.

It is our intention that all clients be valued and respected, irrespective of academic ability or any particular physical or emotional attributes, gender or cultural, religious, ethnic, racial or socio-economic background.

Each individual is valued equally and accepted as a unique being recognised through agreed pronouns with distinctive qualities and aptitudes.

Elmley Dray School records ethnicity of the learner only with the consent for the purposes of required submissions to organisations such as the Local Authority and the Department for Education (DfE) or other supportive agencies

Incidents of racism, religious, gender or other discrimination including related bullying is recorded (see Safeguarding, Child and Vulnerable Adult Protection Policy).

Purpose

This policy will underpin all the other policies of Elmley Dray School, and works within the SEND Code of Practice, the Special Educational Needs and Disability Regulations and Disability Discrimination Act.

All Elmley Dray School staff (including volunteers) are expected to:

- recognise and record the learner's strengths and successes to encourage a positive self-image.
- encourage everyone in Elmley Dray School community to ensure that there is no victimisation, discrimination, either direct or indirect, against disabled children/adults, learners with a Special Educational Need and/or Educational and Health Care Plan; or on racial, gender or other grounds.
- provide unbiased and accurate advice on the learner's entitlement to education, health and care services
- all Elmley Dray School staff and volunteers including Directors are familiar with the requirements of this policy and they must ensure that it underpins all aspects of their work and decision making.
- make reasonable provision to alleviate any disadvantages faced by learners with a disability.

Practice

Elmley Dray School does not discriminate against learners and clients on grounds of sex, race, colour, language, religion, gender, political or other opinion, national or social origin, association with a national minority, property, birth or other status, socioeconomic or cultural background.

Conclusion

The commitment to the inclusion of all is an integral part of every aspect of Elmley Dray School life and work. It will be marked by the person-centred approach to all we do, to ensure that the needs of each individual are met.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Equality Information and Objectives Policy
- Equality Objectives
- SEND Policy

Version control - Approval and review

Version No.	Approved By	Approval Date	Main Change	Review Period
1	Hayley Furnell	September 2024	Initial policy approved	Annually
1.1	Hayley Furnell	August 2025	Annual review	Annually



Hayley Furnell, Director,
on behalf of Elmley Dray School
Dated: August 2025
Next review: August 2026