

Snowdon Village: A Pledge of Equality, Diversity and Inclusion

Equality – ‘Equality is about ensuring that every individual has an **equal opportunity** to make the most of their talents and the most of their life. It is also the belief that no one should have fewer opportunities because of where they come from, what they believe, or whether they have a disability. Equality recognises that historically certain groups of people with **protected characteristics** such as race, disability, sex, and sexual orientation have experienced discrimination and that this discrimination should be challenged in accordance with the Equality Act 2010.’

(Equality and Human Rights Commission, 2021) (Equality Act, 2010)

Diversity – ‘Diversity is any dimension that can be used to differentiate groups and people from one another. It is about **empowering people** by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin. It extends to political, social class, linguistic and other categories of identity which might be sources of social inequality. These differences lend themselves to the generation of critical perspectives and points of view, and a diverse group of people will have a wide range of skills and experience. Beyond accepting and tolerating difference, diversity means **celebrating** the added value that these differences bring.’

(Global Diversity Practice, 2021)

Inclusion – ‘Inclusive practice ensures that exploration of diversity and differences is conducted in a safe, positive, and nurturing environment free of discrimination. It means understanding one another by surpassing simple tolerance to ensure people truly **value their differences**. This allows us both to embrace and to celebrate the rich dimensions of diversity contained within each individual and place positive value on diversity in the community and in the workforce. Everyone in an organisation brings with them a diverse set of perspectives, work, and life experiences, as well as religious and cultural differences. An inclusive working/ learning environment is one in which everyone feels valued, that their contribution matters, and they can perform to their **full potential**. The power of diversity can only be unleashed, and its benefits reaped when we recognise these differences and learn to respect and value each individual irrelevant of their background.’

(Global Diversity Practice, 2021)

Snowdon Village’s Equality Pledge helps to ensure that Equality, Diversity and Inclusion are placed at the heart of all of the Academy policies and procedures and are considered as part of the decision-making process. Equality objectives are not stand-alone but are interwoven in all aspects of our work with young people, which is underpinned by our Academy Improvement Plan.

Our Equality Pledge covers all of the protected characteristics, these are legally protected by the Equality Act 2010;

- Age
- Race
- Disability
- Religion or belief

- Sexual orientation
- Gender reassignment
- Marriage & civil partnership
- Sex
- Pregnancy and Maternity

and those additional characteristics pertinent to the Snowdon Village cohort, which extends to include;

- Social status
- Deprivation
- Adverse childhood experiences
- Homelessness
- Unemployment
- Asylum and refugee status

or any identifiable cause protected by law.

We at, Snowdon Village, take pride in recognising the following duties under the Equality Act 2010:

- Eliminating discrimination, harassment, victimisation and other conduct that is prohibited by the Act;
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it;
- Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it.

At Snowdon Village, our aim is to make sure our schools embed and maintain the qualities listed above, as well as making sure our long-term plans are well documented, implemented and shared with our students and staff. They should be easily accessible and written in language which is understandable to all. We will be mindful of the visual representation of our communication when it is printed and presented and we will consider the needs of our audience, including those with additional learning needs and English as an additional language.

We understand that issues around inclusion will arise and be ongoing and the response to these will need to change accordingly and we will, therefore, ensure that we have the right conversations and interactions to be aware of ongoing situations. We will engage with all of these conversations with consideration and respect.

Our objectives for the immediate future will include:

1. To deepen our awareness of mental health and wellbeing and continue to ensure that our school settings operate with a 'Trauma Informed' approach.
2. To ensure our curriculum is inclusive, reflects the lived experiences students we work with and offers those with disadvantage opportunities for social mobility and influence.
3. To create a welcoming learning environment where students and staff voice that feel they 'belong'.

Our progress toward these objectives will be assessed and revised where necessary on a bi-termly basis through student, parent/ carer and staff voice, Senior Leadership and Academy Council consultation; as well as seeking advice and working closely with Cabot Learning Federation Equality and Diversity Leads and the Cabot Learning Federation Racial Equality Steering Group.