EQUALITIES POLICY

Reviewed September 2024

Next review September 2025

The ARC Centre's Equalities Statement
(data held in accordance with the General Data Protection Regulation (GDPR) (EU) 2016/679)

Legal framework

- The Equality Act 2010 harmonised and replaced previous anti-discrimination legislation, including the Race Relations Act 1976, the Disability Discrimination Act 1995, the Gender Recognition Act 2004 and the Sex Discrimination Act 1975. This Equalities Statement therefore supersedes all previous ARC policies on disability, ethnicity and gender.

- The Equality Act 2010 combined the existing three duties into one equality duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this ARC we will ensure that at every level, in all our work and throughout all aspects of the ARC community and its life, everyone will be treated equally. This Equalities Statement summarises the ARC's approach in ensuring equality for all.

- The ARC Centre recognises and values our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

- We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

Our aims are:

1.   to ensure that all pupils have access to the curriculum; and

2.   to advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality and community cohesion and celebrate diversity; and

3.   to eliminate any discrimination, harassment or victimisation, and to ensure that no one is unfairly disadvantaged due to a protected characteristic; and

4.   to undertake through our policies and actions to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

The ARC keeps a log of racist incidents (see Appendix 1 for a sample form). It also keeps a log of other incidents of discrimination and bullying as detailed in the ARC's **Anti-Bullying Policy**.

Economical impact.

The ARC Centre is aware that as we are a fee paying provision, that this may make our services inaccessible to lower income families. We are looking to expand our range of provisions to be able to offer our services to a wider range of people.

Through our regular work with Virtual School Croydon, we are able to offer holiday club, weekly classes and 1:1 sessions for identified Looked After Children, which is free of charge to these participants.

The ARC Centre is in the process of joining the voluntary Ofsted register, which will enable the centre to accept childcare vouchers. This will provide some families with an additional method of paying, which feedback from various families suggests this would financially help them.

We are also looking to join the Holiday Activities and Food Programme to be able to offer our holiday club to low income families.

CROYDON
www.croydon.gov.uk

APPENDIX 1: DISCRIMINATION-RELATED INCIDENT REPORT FORM   (example)

ARC		Date of Incident	REF No:

Perpetrator	Pupil/staff/outside person/s, including parents (Please State)		
	Ethnicity	Gender	Year Group
Victim	Pupil/staff/outside person/s, including parents (Please State)		
	Ethnicity	Gender	Year group
Victimless incident (Please tick)	Yes		No

Related nature of incident (Please tick or state)

Disability	Gender	Racism	Sexual orientation
Religion/belief	Pregnancy/ maternity	Gender reassignment	Other – e.g) Age, Marriage, Civil Partnership

Brief description of the incident

Action Taken/Victim Support

Name	Position
Signature	Date