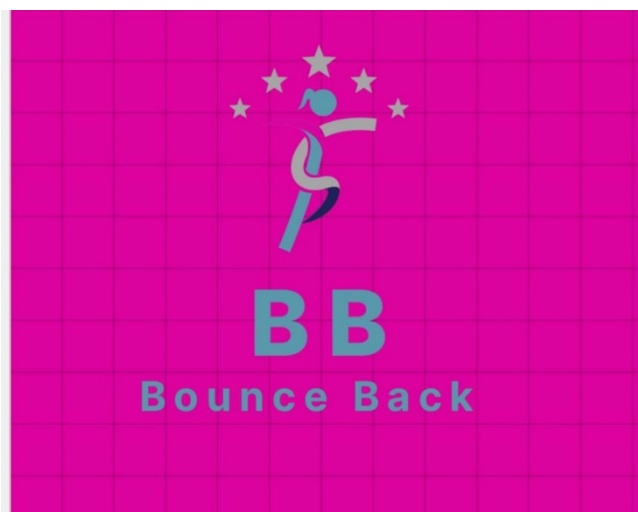


# Bounce Back Alternative Provision



## Equality Duty Statement

## Control Sheet

Version number	1.2
Original date approved	September 2024
Current date approved	September 2025
Approved by	Rebecca Swallow
Date of next review	September 2026
Status	Active
Policy Owner	Bounce Back AP
Policy location	Website, on site

## Table of Contents

1. Introduction
2. Bounce Back AP Vision and Values
3. Aims of the Statement
4. Context
5. Roles and Responsibilities
6. Stakeholders Involvement
7. Monitoring and Evaluation

## 1. Introduction

Under the Equality Act 2010 (General Duties) Regulations 2011 (the Regulations), Bounce Back AP is obliged to:

- *Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act; by removing or minimising disadvantages suffered by people due to their protected characteristics (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation);*
- *Advance equality of opportunity between people who share a protected characteristic and those who do not; by taking steps to meet the needs of people from protected groups where these are different from the needs of other people;*
- *Foster good relations between people who share a protected characteristic and those who do not; by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low*

## 2. Bounce Back AP Vision and Values

We seek to provide a safe environment and opportunities for children and young people to reach their full potential and allow them to thrive both inside and outside the provision.

The 6 values which underpin our vision are:

1. We are child-centred, we make decision based on what is right for our children and their life chances
2. We are inclusive, we believe that every child can be successful regardless of background or ability
3. We are ambitious, we aim for our best in all that we do
4. We act with integrity, promoting respect and trust; we value different points of view and beliefs, actively rejecting discrimination, racism, bullying, deceit and dishonesty
5. We are collaborative, we work in partnership with all stakeholders including parents, carers and the wider community ensuring a sense of togetherness
6. We value our staff, investing in outstanding training and development opportunities

## 3. Aims of the Statement

To comply with the Specific Duties as defined by the Public Sector Equality Duty by setting equality objectives in Bounce Back Alternative Provisions plans and publishing information.

#### **4. Bounce Back AP Context**

##### **Geographical Location**

Bounce Back AP is based in North East Lincolnshire. The communities served are as diverse as the provision itself.

Bounce Back AP will engage with other academies or schools, parents, the community and local authorities in developing services that meet the needs of the children and young people.

Bounce Back AP's plans and ethos will reflect their commitment to be inclusive and will reflect the local community in which it is located.

##### **Bounce Back AP as an Employer**

Bounce Back AP has an obligation to provide a workplace that is free from discrimination, bullying or harassment. This obligation is managed through appropriate policies and procedures. Policies are subject to full consultation, Equality Impact assessed and are continually reviewed.

##### **Outcomes for Children and Young People**

Bounce Back AP will provide an environment that is free from discrimination, bullying or harassment.

Bounce Back AP has high expectations for pupil behaviour.

The provision will target support aimed at alleviating disadvantages experienced by, or to meet the particular needs of, children and young people with particular protected characteristics. Any positive action/adjustment made will be proportionate in achieving the relevant aim

##### **Equality Objectives**

To provide the highest possible experience, education and opportunities for all children and young people in attendance. Equality Objectives are included within Bounce Back AP's strategic plans and development plans.

#### **5. Roles and Responsibilities**

**Implementation:** Bounce Back AP will ensure that there is a common set of values and objectives, together with a consistent approach to communicating, implementing and monitoring the statement.

Bounce Back AP will have due regard to its obligations under the Regulations when making a decision and will be taken into consideration in developing policies.

Bounce Back AP will ensure that relevant policies are adopted.

**Publication:** Bounce Back AP will publish information about equalities.

The achievements of children and young people will be monitored by race, gender, disability and vulnerability. This data will be used to support children and young people, raise standards and ensure inclusivity across the provision.

**Action:** Bounce Back AP will take action including (but not limited to):

- a) The setting will strive to create an inclusive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance
- b) Data and performance is maintained and analysed. Identified priorities are included in Development Plans
- c) Staff data, including pay progression and Gender Pay Gap Analysis, is maintained and reported as appropriate
- d) Senior Leaders of the setting are responsible for giving a consistent and high profile lead on equality and diversity; and advancing equality and diversity by ensuring policies and procedures are followed appropriately
- e) Staff are responsible for complying with setting policies and procedures
- f) All staff are responsible for promoting equality and diversity and avoid unfair discrimination, actively responding to incidents of unfair discrimination carried out by pupils, other staff or visitors.
- g) All children and young people are responsible for respecting others in their language and actions and will comply with setting policies and codes of behaviour.
- h) Acts of discrimination will be tackled through the appropriate policy.

5.1 Monitoring and Review: The setting will monitor that it is fulfilling the Equality Duties for children, young people and staff.

## 6. Stakeholders Involvement

6.1 In developing, monitoring and reviewing action plans, the setting will continually seek the views of stakeholders. Stakeholder participation will include (but is not limited to):

- a) Child voice and data
- b) Staff surveys and workforce data
- c) Parents' evenings and parent/carer questionnaires, compliments, complaints or feedback
- d) Members of the local community
- e) Others with specialist knowledge to inform the Trust approach as appropriate

## 7. Monitoring and Evaluation

7.1 Bounce Back AP is committed to monitoring and reviewing the effectiveness of the Public Sector Equality Duty Statement