

## Equality & Inclusion Policy

### **Summary**

This policy sets out Apple Tree Co-Creative Steiner Inspired Home Education Project commitment and approach to equality, diversity and inclusion.

### **Introduction**

The Apple Tree is committed to equality and inclusion. We recognise the value of diverse environments and strive to promote a culture in which all children, tutors, assistants and members of the Apple Tree community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

We also recognise the challenges of being in a community with diversity. As we welcome everyone's freedom to their opinions, ideas and lifestyles, we ask members to be open and curious about others' views, whilst being sensitive in their use of language, timing and appropriateness. The priority of the Apple Tree is to the children, and it is all our responsibility to protect the space around them.

We are committed to an ethos and culture of inclusion within our community for all children, irrespective of race, religion/belief, political views, disability, neurodiversity, SEN status, gender, gender identity (e.g. transgender) and/or sexual orientation (LGBTQIA+).

The Apple Tree is an inclusive community where we focus on the well-being and progress of all our children and young people and where all members of our community are of equal worth.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development. We recognise the link between equality and inclusion not being addressed well and the impact on well-being.

## Equality & Inclusion Policy

We oppose all forms of unlawful and unfair discrimination and bullying and harassment. As a community, we recognise the need to champion equality and ensure inclusion for all children in the full life of our community; where appropriate making necessary adjustments to enable everyone's participation. For adjustments to be successfully made there needs to be a collaboration between family, group and tutor which work within the limit of the organisation.

The Apple Tree believes that education is fundamental to equality of opportunity. All young people should be able to learn and develop fully in a truly diverse and inclusive environment.

All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures. We recognise the challenge of not being an organisation but a home-ed community and although we have policies and endeavour to achieve a high standard we rely on members of the community to hold each other to account.

Through this policy, and the wider practices within the Apple Tree we seek to empower our young people to embrace diversity and challenge discrimination.

As part of our overall policy development there are a number of policies that we have in place and regularly review to ensure our project is addressing its statutory responsibilities. These include:

- Admissions Policy
- Behaviour Policy
- Health & Safety Policy
- Safeguarding Policy.

Any arising incident will be dealt with in reference to the appropriate policy.

## Equality & Inclusion Policy

### Responsibilities

The Apple Tree has an overall responsibility to:

- Ensure the implementation of policies and practices in line with the principles of equality and inclusion.
- Follow the relevant procedures and take action in cases of unfair discrimination, harassment or bullying as set out in the Behaviour Policy.
- Ensure that appropriate records are kept of any cases of unfair discrimination, harassment or bullying as set out in the Behaviour Policy.
- Identify and support routes towards providing training for tutors and families that are accessible.
- Encourage the celebration of a diverse range of festivals

The Tutors and Assistants are responsible for:

- Putting the Apple Tree equality and inclusion policies and codes into practice.
- Following the relevant procedures as set out in the Behaviour Policy and taking action where necessary.
- Contribute to an inclusive and welcoming environment within the tutor groups.

All children and adults are responsible for:

- Respecting others in their language and actions at all times.
- Using appropriate and inclusive language.
- Following all of the relevant Apple Tree policies and codes of conduct in line with the principles of equality and inclusion.
- Speaking up when bias happens.

If you have a complaint regarding equality or inclusion please contact a member of the Oversight group. All are listed on the [Apple Tree website](#).

The Equality and Inclusion Policy will be reviewed by all members of the Oversight Group and, if required, updated annually in line with our policy review cycle.

Reviewed: August 2024



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