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Description automatically generated Equal Opportunities, Race and Diversity Policy**

Real Action is committed to offering the opportunity to all learners, parents or guardians, staff and volunteers to be included, respected and enabled to succeed. The Board of Trustees share this commitment. We recognise that discrimination and bias exist within society and its institutions. Our intent is to work towards redressing this imbalance through early identification and proactively addressing injustice through our activities and community relationships.

We believe that Real Action offer all learners, parents or guardians, staff and volunteers the opportunity to enhance their well-being and extend their learning. To ensure that this is the case, we will work actively to provide equal access and opportunities for all by improving equality of opportunity for children and adults with protected characteristics. This includes all users, staff and volunteers irrespective of gender, sexual orientation, age, marital status, disability, race, colour, religion, ethnic or national origin and creed.

We recognise that equal opportunities does not mean treating everyone the same, but means recognising differences and consulting with those affected by inequality to eliminate discrimination.

PRINCIPLES INTO PRACTICE:

* All learners, parents or guardians, staff and volunteers have a sense of belonging, to feel valued and respected.
* The learning/ work environment to be representative of the diversity within the community and to be free from discrimination.
* The learning/ work environment should be accessible to all.
* All staff, volunteers, learners, and parents or guardians to interact with each other in a sensitive and respectful, non- stereotyping and non-discriminatory way.
* Promoting services that are responsive to the community and systems that incorporate opportunities for discussion, contribution, and change.
* Monitoring systems are in place to ensure that parents or guardians are equally included in the community events of Real Action.

Rationale

We believe race equality is about the celebration of diversity, the prevention of racial discrimination, the promotion of equality of opportunity and the active encouragement of good race and cultural relations across all areas of Real Action work linked to fundamental British values. We believe this is essential in encouraging the formation of positive self-esteem in all learners, staff, and volunteers. This, in turn, enables them to fulfil their potential.

Purposes

* To recognise our duties under the Race Relations (Amendment) Act 2000 and apply Westminster City Council’s Race Equality Policy
* To ensure a whole Real Action approach is used to promote racial equality and eliminate discrimination
* To ensure that diversity is recognised as having a positive role to play within the charity
* To recognise the importance of language and culture to a person’s sense of identity and belonging
* To ensure that clear procedures are in place so that racist incidents, racial discrimination and racial harassment are dealt with promptly, firmly and consistently
* To ensure the environment and resources of the charity are inclusive and promote diversity and racial equality.
* All racist incidents are recorded and reported to the Board of Trustees and the Westminster City Council
* All racist incidents are dealt with, in the hope that they will not be repeated and those responsible understand why such behaviour is not acceptable
* Any racist behaviour by staff or volunteer is dealt with under the disciplinary procedures laid out in our discipline policy

Guidelines

1. The rationale and purposes above are applied to our full range of policies, procedures, and practices.

1. All staff and volunteers will address any racist incidents that may occur; know how to identify and challenge racial and cultural bias and stereotyping; support their colleagues and learners for whom English is an additional language; and incorporate principles of equality and diversity into all aspects of our work. We do this by encouraging and modelling:

* Positive attitudes about people different from ourselves.
* Empathy and understanding between all learners, parents or guardians, staff, and volunteers.
* Communicate with staff and volunteers on how to recognise the interdependence of individuals and how their actions can affect the lives of others.

3. As a charity and as individuals we are aware:

* Of the need to assess our own attitudes, prejudices, and opinions about different ethnic and cultural groups.
* That every staff, volunteers, and learner should have equal access to the full range of learning opportunities
* That the range of resources available and environment created at different setting we use should reflect the lifestyle, culture, and traditions of our community.
* That our own education may have been mono-cultural and that we may need to extend our knowledge of diversity

1. Interpreters will be used where necessary and possible to ensure that learners and parents have information about our policies and procedures.
2. Displays and resources throughout our settings will acknowledge, celebrate, and support the diversity of different cultures and languages of people using our services.
3. All racist incidents and complaints of racial discrimination and racial harassment against learners, staff or volunteers will be recorded and reported to Westminster City Council timely. Incidents and complaints are investigated within a specified time. Action is taken to prevent incidents from recurring.

**Approved by the Board of Trustees 6th September 2022**

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