



Version:	1.0
Relevant to:	All Staff & Stakeholders
Document Issue Date:	07/08/2025
Implementation Date:	07/08/2025
Next review Date:	06/08/2026
Author:	Kim Webster-Marsh (CEO)

Signed -

Equality, Diversity and Inclusion Policy
Building SEND Castles Ltd

1. POLICY STATEMENT

Building SEND Castles Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that every child, family, staff member, and volunteer should be treated with dignity and respect, and have access to the same opportunities, regardless of their background or individual characteristics.

We aim to create a safe, supportive, and inclusive environment where the needs of children aged 4–11 years with special educational needs (SEN), particularly those with speech, language, and communication needs (SLCN), are fully recognised and met.

2. LEGAL FRAMEWORK

This policy is underpinned by the following legislation and guidance:

- The Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (2015)
- Human Rights Act 1998
- Public Sector Equality Duty
- Suffolk County Council policies and the Suffolk Inclusion Strategy

3. AIMS AND OBJECTIVES

We aim to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity for all
- Foster good relations between individuals regardless of differences
- Embed inclusive practice in every aspect of our provision
- Address and adapt to the individual needs of children with SEND and SLCN

4. SCOPE OF THE POLICY

This policy applies to:

- Children and families
- Staff and volunteers
- Directors
- Visitors and contractors

5. EQUALITY AND INCLUSIVE PRACTICE IN OUR PROVISION

We ensure:

- Equal access to high-quality education and care
- Individual learning and communication plans tailored to each child
- Culturally sensitive communication and interactions
- Reasonable adjustments for children with physical, sensory, or learning needs
- Activities and environments that promote diversity, inclusion, and respect

6. STAFF RESPONSIBILITIES AND TRAINING

All staff are expected to:

- Champion diversity and inclusion in their daily work
- Challenge discriminatory behaviour or language
- Undertake regular training on equality, diversity and inclusion
- Model inclusive language, attitudes, and behaviours

Training on equality, diversity, and inclusion will be provided to all new staff as part of induction and refreshed annually.

7. REPORTING AND MONITORING

We will monitor:

- Equality-related incidents and complaints
- Representation and participation of diverse groups
- Impact of policies and practices on different groups

Reports will be reviewed annually and shared with relevant stakeholders.

Concerns about discrimination or inequality can be raised through our complaints process or whistleblowing policy.

8. COMMUNITY ENGAGEMENT AND CELEBRATING DIVERSITY

8.1 Commitment to Community Partnerships

We are committed to building strong partnerships with local community groups, charities, and organisations that support families from diverse backgrounds. This includes:

- Engaging with local cultural, religious and SEND-focused organisations
- Sharing best practice and resources
- Promoting inclusive family services within the community

8.2 Celebrating Diversity

We actively celebrate diverse cultural events, festivals, and holidays in an inclusive and age-appropriate way. Examples include:

- Incorporating world religions and cultural themes in activities
- Displaying multilingual resources and visuals
- Involving families in celebrations and awareness weeks

These events foster belonging, understanding, and a culture of mutual respect.

9. REVIEW AND EVALUATION

This policy will be reviewed annually, or sooner if there are significant changes in legislation or practice. Feedback from staff, families, and stakeholders will inform policy development.

Signed:

Kim Webster-Marsh

CEO, Building SEND Castles Ltd

Date: 07/08/2025