

IBTS - EASY READ - Equalities of Opportunity Policy

2026

Our Commitment

IBTS provides a safe, inclusive environment that promotes equality and challenges discrimination. We ensure all children, families, and staff are treated with respect and have equal access to opportunities and support.

Core Principles

- **Zero Tolerance:** No discrimination based on race, gender, religion, culture, age, disability, sexual orientation, or socio-economic background.
- **Legal Compliance:** We operate in accordance with the Equality Act 2010 and the EYFS 2024 framework.
- **Environment:** We maintain a space free from stereotyping and respect all diverse backgrounds and languages.
- **Fairness:** Recruitment and staff promotion are transparent and non-discriminatory.

Handling Discrimination

- **Active Challenge:** IBTS actively challenges discriminatory language or behavior from anyone on-site.
- **Racial Harassment:** Any racist remarks or actions are recorded and addressed immediately.
- **Reporting:** Incidents are managed under the Behaviour and Conduct Policy 2026.

Key Responsibilities

Ben Whiteside serves as both the Equalities Named Coordinator (ENCO) and the Special Educational Needs Coordinator (SENCO).

- **ENCO Duties:** Ensuring policy consistency, staff awareness, and embedding equality into the curriculum.
- **SENCO Duties:** Managing support for children with additional needs, working with parents, and overseeing individual support plans.

Inclusion and Support

- **Additional Needs:** We meet individual needs through early identification and reasonable adjustments.
- **Annual Audit:** We conduct an annual Inclusion Audit to monitor the effectiveness of our practices.

Policy Details

- Last Reviewed: May 01, 2026
- Next Review Due: May 01, 2027
- Policy Owner: Ben Whiteside, Director

