



**TALEEM MOSQUE  
& COMMUNITY CENTRE**

## **EQUALITY AND DIVERSITY POLICY**

This Equality Policy brings together and updates all previous policies, schemes, and action plans related to equality, including those addressing race, gender, and disability. It integrates all the protected characteristics under the Equality Act 2010, as well as additional factors that could potentially discriminate against or marginalize individuals within our community.

We are committed to fostering the development of cohesive communities both within the physical boundaries of our foundation and in our broader local, national, and global environments. Our aim is to create an inclusive and respectful culture where everyone feels valued and supported.

The foundation recognizes the importance of working collaboratively with others to improve educational and wellbeing outcomes for children. In doing so, we also uphold the rights outlined in the UN Convention on the Rights of the Child, ensuring that every child's rights are protected and promoted.

This Equality Policy is inclusive of our entire foundation community, including pupils, students, staff, parents, carers, visitors, and partner agencies. All members of our community have been actively engaged in, and contributed to, the development of this policy.

The purpose of this policy is to outline how our practices and policies reflect the need to:

- **Eliminate discrimination, harassment, and victimization** in all forms;
- **Advance equality of opportunity** for all individuals, ensuring access and fairness in all aspects of foundation life;
- **Foster good relations** between diverse groups, promoting understanding, respect, and collaboration.

Our policy also emphasizes how we will listen to and involve pupils, staff, parents, and the wider community to ensure better outcomes for our children and young people. We believe that every member of our community has a vital role to play in achieving these goals.

In a dynamic and diverse national demographic, we recognize the ongoing need to adapt to the evolving realities of age, ethnicity, disability, and social deprivation, ensuring that our approach remains responsive and relevant.

We recognize that promoting equality and diversity is a dynamic and ongoing process, requiring regular review and adaptation in response to societal changes, legal developments, and the needs of our community. Therefore, we commit to the following additional principles and actions:

### **1. Proactive Engagement and Awareness**

- Conduct regular training for staff, volunteers, and stakeholders on equality, diversity, and inclusion (EDI) principles, fostering a culture of awareness and respect.
- Incorporate discussions around equality and diversity into the curriculum and

extracurricular activities, encouraging pupils and young people to actively participate in creating an inclusive environment.

**2. Data Monitoring and Accountability**

- Collect and analyze data related to protected characteristics to identify and address disparities in outcomes for students, staff, and the broader community.
- Use this data to inform and update action plans, ensuring they remain relevant and impactful.

**3. Addressing Intersectionality**

- Recognize and address the ways in which different forms of discrimination (e.g., race, gender, disability, and socio-economic status) intersect and amplify challenges for individuals.
- Develop tailored strategies that respond to the unique needs of those facing compounded disadvantages.

**4. Inclusive Participation**

- Create accessible opportunities for all members of the foundation community to contribute to decision-making processes. This includes making reasonable accommodations to ensure the participation of individuals with disabilities or language barriers.
- Establish dedicated forums or groups to ensure the voices of underrepresented communities are heard and acted upon.

**5. Safeguarding and Wellbeing**

- Embed equality and inclusion into safeguarding practices, ensuring that all students, especially those from marginalized groups, feel safe, supported, and valued.
- Promote mental health and wellbeing initiatives that address the specific challenges faced by diverse groups within our community.

**6. Community Collaboration**

- Strengthen partnerships with local organizations, businesses, and community leaders to promote cohesion and shared responsibility for advancing equality.
- Actively support and celebrate cultural, religious, and other forms of diversity through events, campaigns, and collaborative projects.

**7. Zero Tolerance for Discrimination**

- Establish clear procedures for addressing instances of discrimination, harassment, or victimization within the foundation.
- Ensure all complaints are handled promptly, transparently, and fairly, with outcomes communicated to relevant parties.

**8. Sustainability and Equity**

- Take steps to address structural inequalities by focusing resources and support on areas or groups that experience higher levels of disadvantage.
- Integrate equality considerations into the foundation's policies for environmental sustainability and resource allocation.

## **Introduction:**

The foundation is committed to promoting equality for all children, parents/guardians, staff, and stakeholders. At Taleem Foundation, we will not discriminate against anyone on the grounds of their ability, racial or ethnic origin, gender, religious beliefs, disabilities, sexual orientation, gender identity, age, socio-economic status, or any other protected characteristic under the Equality Act 2010.

We embrace and actively promote diversity as a strength, ensuring that our practices and policies are inclusive, equitable, and reflective of the communities we serve. The care and development of each child are central to the foundation's aims and provision.

### **Core Commitments:**

#### **1. Non-Discrimination**

The foundation recognizes its legal and moral duty not to discriminate in any of its practices, whether related to education, employment, admissions, or day-to-day operations. This includes ensuring equal access to opportunities, resources, and support for all individuals, regardless of their background or personal characteristics.

#### **2. Fostering Understanding and Respect**

The foundation is enriched by the diversity of its community and is committed to creating an environment where children, staff, and parents/guardians learn to understand, appreciate, and respect differences. This includes differences of:

- Gender
- Race and ethnicity
- Religion and belief
- Age
- Ability and disability
- Social or economic background
- Sexual orientation
- Gender identity and expression
- Family composition

#### **3. Inclusive Curriculum and Activities**

We aim to provide an inclusive curriculum and extracurricular activities that celebrate diversity and equip children with the skills and values needed to thrive in a multicultural and interconnected world.

#### **4. Equity in Support and Provision**

We are committed to removing barriers to participation and achievement for all children, especially those from disadvantaged or underrepresented groups. We will provide reasonable adjustments for individuals with disabilities or additional needs to ensure they can fully access and benefit from our provision.

#### **5. Positive Role Modeling**

Through our staff and community partnerships, we will promote positive role models that reflect the diversity of our society, helping to challenge stereotypes and foster aspirations in all children.

#### **6. Zero Tolerance for Discrimination**

We operate a zero-tolerance approach to all forms of discrimination, harassment, bullying, or victimization. All incidents will be dealt with promptly, fairly, and in line with our policies.

#### **7. Community and Stakeholder Engagement**

We will actively engage with parents, guardians, and the wider community to foster a shared commitment to equality and inclusion. This includes regular communication, feedback opportunities, and collaboration on initiatives that promote diversity and

respect.

**8. Monitoring and Review**

The foundation will regularly review its policies, practices, and outcomes to ensure they remain effective in advancing equality and meeting the needs of its diverse community. Feedback from children, parents/guardians, and staff will play a key role in this process.

By embedding these principles in everything we do, the foundation strives to create a safe, inclusive, and empowering environment where every individual feels valued, respected, and supported to achieve their full potential.

## **Managing Equality in Practice:**

### **1. Admissions Policy**

- The foundation has a transparent and inclusive Admissions Policy that clearly outlines our commitment to equal opportunities. We ensure that all children, regardless of their background, ability, or protected characteristics, have equal access to our foundation's services and programs.

### **2. Accessibility and Reasonable Adjustments**

- We are committed to ensuring that no child, parent, or staff member is disadvantaged due to a disability. In accordance with the Equality Act 2010, we regularly review and implement 'reasonable adjustments' to remove barriers to participation. These adjustments include physical modifications, provision of assistive technologies, and tailored support plans.
- Accessibility arrangements are reviewed and updated as part of our responsibilities under the Special Education Needs and Disability Act 2010 (SEND). This includes ensuring facilities, resources, and teaching strategies meet the needs of all individuals, particularly those with disabilities or additional learning needs.

### **3. Zero Tolerance for Discriminatory Behavior**

- Discriminatory language, behavior, and acts of intolerance are not accepted under any circumstances. Clear procedures are in place to address such incidents, including restorative approaches and disciplinary actions when necessary.

### **4. Gender Equality in Staffing and Role Models**

- The foundation values the importance of children having access to both male and female role models. Recruitment practices prioritize hiring the most qualified candidates, regardless of gender, and we actively encourage men and women to work across all age groups and key stages.
- All staff members have equal access to professional development, in-service training, and leadership opportunities, ensuring that gender does not hinder career progression.

### **5. Community Engagement and Parental Support**

- The success of our equality initiatives relies on the collaboration and commitment of the entire foundation community. Parents and carers are encouraged to actively support our efforts in fostering equality, diversity, and inclusion.
- Regular workshops, events, and communication channels are established to educate and engage parents in understanding and promoting equality principles at home and in the community.

### **6. Promoting Positive Images and Role Models**

- The foundation is dedicated to promoting positive and diverse images through its teaching materials, displays, and activities. These efforts aim to challenge stereotypes, raise awareness, and encourage children to value and respect individual differences.
- Children are taught about equality, empathy, and respect for others through the curriculum, assemblies, and targeted programs that address prejudice and encourage inclusivity.

### **7. Support for Children with Specific Learning Needs**

- The foundation has clear and robust policies and procedures to identify, assess, and support children with specific learning difficulties or disabilities. Individualized Education Plans (IEPs), specialist interventions, and collaborative efforts with parents and external agencies ensure that every child has the opportunity to thrive.

- Staff receive regular training to effectively support children with SEND, fostering an inclusive classroom environment.

#### **8. Monitoring and Evaluation**

- Equality practices are subject to ongoing monitoring and evaluation to ensure their effectiveness. Data on admissions, attendance, academic progress, and staff representation are analyzed to identify and address disparities.
- Feedback from children, parents, staff, and external partners is integral to shaping our approach to equality and ensuring continuous improvement.

#### **9. Cultural Awareness and Celebrations**

- The foundation actively celebrates the diversity of its community through events, festivals, and themed weeks that highlight various cultures, religions, and traditions.
- These activities are designed to foster mutual respect, build cultural awareness, and create a sense of belonging for all members of the foundation community.

#### **10. Safeguarding and Wellbeing**

- Equality is integrated into our safeguarding practices to ensure all children feel safe and valued. Particular attention is given to children from marginalized groups or those at risk of discrimination.
- Mental health and emotional wellbeing initiatives are provided to support children, parents, and staff, with a focus on promoting resilience and addressing the unique challenges faced by diverse groups.

## **Equality of Opportunity and celebration of Diversity in all its forms will be reflected in all practice:**

At the foundation, we are committed to ensuring that equality of opportunity and the celebration of diversity are central to all our practices. This commitment will be reflected across all areas of our operations, from language use to resource provision, parent engagement, and the support we offer to both children and staff.

### **Language**

We view linguistic diversity as a valuable asset. It is essential that both children and staff feel that their natural language is respected and valued. This positive recognition of language contributes to building self-esteem and cultural identity. Staff will use accurate and respectful terminology when referring to different groups of people or individuals (e.g., using "Native Americans" instead of outdated terms such as "Red Indians"), ensuring that all language is inclusive and sensitive to cultural contexts.

### **Resources**

Our foundation strives to provide a wide range of high-quality resources that meet the needs of all pupils, regardless of sex, ability, ethnicity, or background. Resources will be carefully selected to reflect positive and diverse representations of both males and females in society, including those with disabilities, to foster inclusive attitudes and understanding. All resources will be equally accessible to all members of the foundation community. Additionally, translation services will be offered to families for whom English is not the first language, ensuring full participation in the educational experience.

### **Parents/Carers**

We are deeply committed to collaborating with parents and carers, recognizing their integral role in their children's educational journey. The foundation will introduce and communicate our Equal Opportunities Policy through various channels, including the foundation prospectus, our website, admissions meetings, and parent evenings. This ensures that parents and carers are well-informed and engaged in the promotion of equality. Additionally, copies of our policies will be made available to all parents and carers upon request, fostering transparency and shared understanding.

### **Children**

Every child, regardless of race, culture, class, gender, special needs, or ability, has the right to achieve their fullest potential. Our approach to education is rooted in ensuring that each child has access to a curriculum that allows them to develop and utilize their talents fully. We work to create an environment where all children can flourish, confident in their ability to succeed and supported to reach their personal goals.

### **Staff**

All staff members have a shared responsibility to foster an inclusive and welcoming environment that values diversity and promotes equality. They will work to create an atmosphere of tolerance, mutual respect, and high self-esteem, encouraging children to develop independence and a sense of freedom in choosing roles based on their interests and abilities, not limited by gender, culture, or background. Staff will actively work to prepare children for life in a society that reflects and values cultural and ethnic diversity, helping them to understand their rights and responsibilities in an inclusive world.

**We will be proactive to ensure that we meet our goal of meeting the differing needs of all of our children.**



At our foundation, we are committed to proactively meeting the unique needs of every child. We aim to create an environment where all children feel valued, respected, and supported to reach their full potential.

**1. Promoting Respect for Cultural Diversity**

- We encourage our children to respect the diverse ways in which people live their lives, emphasizing that no single cultural group holds a monopoly on the "right" way to live. We will respect and value all cultures, faiths, and traditions by:
  - Teaching children to learn about and appreciate cultures different from their own.
  - Demonstrating that all cultures are equally valued and respected.
  - Ensuring that children gain knowledge about British culture, including its traditions, laws, government, national institutions, and public services.

**2. Recognizing the Individuality of Each Person**

- We are committed to recognizing and celebrating the individuality of every person by:
  - Avoiding stereotypes based on characteristics such as race, sexual orientation, gender, or disability.
  - Focusing on the needs of the whole child, rather than concentrating solely on one characteristic.
  - Encouraging children to develop a well-rounded understanding of themselves and others.

**3. Promoting Self-Esteem and Self-Worth**

- We will promote self-esteem and self-worth by:
  - Ensuring that every child feels respected, valued, and proud of who they are.
  - Preventing children from being subjected to prejudice or discrimination.
  - Respecting the family background and identity of every child.
  - Using inclusive and respectful language in all interactions.
  - Striving to pronounce each child's name correctly to affirm their identity.

**4. Ensuring Equal Access to Opportunities**

- We will ensure all children have equal access to opportunities that will enhance their welfare and development by:
  - Avoiding assumptions about any child's potential based on characteristics such as race, gender, or ability.
  - Preventing stereotyping in terms of the roles children might pursue in adulthood.
  - Providing all children with opportunities both inside and outside the classroom, encouraging participation in a range of activities.
  - Using positive role models to show children a broad spectrum of potential adult roles, highlighting diversity and inclusivity in all fields.

**5. Opposing Prejudice and Discrimination**

- We will actively oppose prejudice and discrimination by:
  - Recognizing that prejudice damages all children, undermining their ability to understand and respect each other.
  - Protecting children from harm to their self-esteem caused by discrimination.
  - Preventing children from growing up with distorted views of the world or false beliefs about the superiority of certain groups over others.

**6. Valuing Differences and Promoting Understanding**

- We will demonstrate our commitment to valuing differences between individuals

and groups in society by:

- Encouraging children to appreciate the ways in which they are different from one another, fostering an understanding that differences are something to be celebrated, not ridiculed.
- Providing children with accurate, age-appropriate information about diversity, helping them understand and appreciate differences and avoid prejudice.

#### **7. Monitoring Progress and Taking Action**

- We will ensure that all our monitoring and evaluation procedures are used effectively to identify any child or group of pupils who may not be progressing as expected. Appropriate interventions and actions will be taken to ensure all children have the support they need to succeed.

### **Success Criteria:**

We are committed to regularly monitoring and evaluating the effectiveness of our equal opportunity and inclusive practices, ensuring that they promote and value diversity, inclusion, and difference. The following areas will be regularly reviewed to identify any gaps or areas needing greater focus:

#### **1. Examination Results**

- Analyzing academic performance to ensure that all students, regardless of background, are achieving to their potential. Trends will be monitored to identify and address any disparities.

#### **2. Playground and Classroom Interactions**

- Observing social interactions in both the playground and classroom settings to ensure that all children are included, respected, and encouraged to interact positively with others.

#### **3. Learning Environment and Displays**

- Reviewing classroom and school displays to ensure they reflect diverse cultures, backgrounds, and perspectives, promoting a visually inclusive learning environment.

#### **4. Perceptions of Parents/Carers and Pupils**

- Gathering feedback from parents, carers, and pupils through questionnaires, pupil voice surveys, and school council meetings to gauge their views on inclusivity, respect, and equality within the school community.

#### **5. Teaching Styles and Differentiated Work/Activities**

- Reviewing lesson planning and classroom activities to ensure teaching styles are varied and differentiated to meet the diverse needs of all learners. This will include analyzing how resources are used to support different abilities and learning styles.

#### **6. Use of Resources**

- Assessing how resources are selected and distributed to ensure they are inclusive, representative of all groups, and accessible to every child.

#### **7. Teacher Assessment and Value-Added Information**

- Monitoring teacher assessments and value-added information to track individual progress and ensure that all children, regardless of background, are receiving the support they need to achieve their full potential.

#### **8. Classroom Observations of Teaching and Learning**

- Conducting regular classroom observations to assess the quality of teaching and

learning, ensuring that lessons are inclusive, engaging, and accessible to all students.

**9. Participation in Extracurricular Activities**

- Reviewing participation rates in extracurricular activities to ensure all children, regardless of background, have equal opportunities to engage in enrichment and development beyond the classroom.

**10. Attendance**

- Monitoring attendance to identify any trends or patterns that may suggest underlying barriers to participation or disengagement, particularly among certain groups of pupils.

**11. Reports of Incidents of Discrimination**

- Reviewing reports of discrimination or bias, ensuring that all incidents are addressed promptly and appropriately, with actions taken to prevent recurrence.

**12. Monitoring of Behaviour During Playtimes and Breaks**

- Observing behaviour during playtimes and breaks to ensure that all children are treated fairly and respectfully, with no child left out or subject to bullying or exclusion.

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with: Chair of Trustees

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