

Policy Owner	Director of Education	Review Date:	December 2024
Policy No.			

Having fair and consistent processes
 Investing in staff development
 Creating an environment that celebrates diversity.

3. **High quality and inclusive education**– reach and support diverse communities in a way that is enabling and appropriate to ambitions, interests, experiences and needs.

We will reach and support diverse communities in a way that is enabling and appropriate to their ambitions, interests, experiences and needs by:

Ensuring that all plans, policies, systems, and processes for our services take a holistic approach to EDI;
 Ensuring the curriculum and content within our services reflects the diverse histories, interests, and experiences of the communities we serve;
 Working to ensure we promote our services and are accessible to diverse communities.

4. **Influential national work** – seek to make the ordinary possible for autistic children and young people from diverse communities.

Nationally, we will seek to make the ordinary possible for autistic children and young people from diverse communities by:

Researching and highlighting the views, experiences and needs of the diverse communities we serve to help shape policy and practice nationally;
 Working in partnership to make change happen with and for autistic and children and young people impacted by multiple barriers;
 Ensuring our work is representative of and promoted to diverse communities.

1.2 Our Values

One of our core values is that 'we value difference'. We strive to live by this value every day in all that we do, but we recognise it is time for us to up our game. We are ambitious in name, and this should include ambition in EDI. We must do and want to do much more. It is part of our core purpose to be an organisation that champions and supports diversity.

To achieve our vision of a world where the ordinary is the everyday experience of autistic children and young people, we must be an organisation that values difference.

Our values and beliefs have informed what we aspire to in our EDI behavioural framework. Our policy and the procedures that follow will reinforce their importance:

1. Respect and value – the needs, challenges, responses, and opinions of others, embracing diversity and difference as they are what make us ambitious.
2. Feedback and trust – we are open to giving and receiving feedback and developing the culture of trust, so that everyone feels their voice is heard.
3. Accountability – we are all responsible for our actions and for making our workplace inclusive. We may not always get it right but, if this happens, we will take prompt action.

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1.3 Our Aims

Maintain and promote a working partnership between the school/college, parents and community which fosters respect, honesty, truth, co-operation, and tolerance.

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Grievance
Dignity at Work
Whistleblowing

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