



# Equality & Diversity Policy

Version	Edited by	Date	Review Date
1	Zena Hardy	September 2025	September 2026

## Policy Statement

We Believe You Achieve is committed to providing an inclusive, welcoming and respectful environment for all learners, staff, parents, carers, and visitors.

We celebrate diversity and actively promote equality of opportunity in all aspects of our work. We recognise and value the unique contributions of each individual and strive to ensure that everyone is treated fairly, with dignity and respect, regardless of their personal characteristics or background.

We will not tolerate discrimination, harassment, victimisation or any form of unfair treatment.

## Legal Framework

This policy is underpinned by the following legislation and guidance:

- **Equality Act 2010**
- **Public Sector Equality Duty** (Section 149, Equality Act 2010)
- **Human Rights Act 1998**
- **SEND Code of Practice (2015)**
- **DfE guidance on Equality and Diversity in schools and education settings**

Although We Believe You Achieve is currently unregistered with Ofsted, we aim to align our practice with these statutory duties to ensure high standards and readiness for future registration.

## Aims of the Policy

The aims of this policy are to:

- Promote equality of opportunity and eliminate discrimination in all aspects of our work.
- Foster a culture of inclusion, respect, and celebration of diversity.
- Ensure all learners, staff, and visitors are treated fairly and with dignity.
- Embed equality and diversity into our curriculum, mentoring, and day-to-day practice.
- Meet the needs of all learners, including those with protected characteristics and/or SEND.
- Provide clear procedures for addressing discrimination or harassment should it arise.

## Scope

This policy applies to:

- All learners and their parents/carers.
- All staff, volunteers, contractors, and visitors.
- All aspects of the organisation's operations, including teaching, mentoring, recruitment, partnerships, and community engagement.

## Protected Characteristics

In line with the Equality Act 2010, we are committed to protecting individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

## Roles and Responsibilities

- **Director**
  - Holds overall responsibility for ensuring compliance with this policy and the Equality Act.
  - Ensures policies and practices are reviewed regularly for inclusivity.
- **Staff and Volunteers**
  - Promote equality, diversity, and inclusion in their daily work.
  - Treat all learners and colleagues with respect and challenge any discriminatory behaviour.

- Follow procedures for reporting concerns or incidents.
- **DSL / SEND Lead**
  - Ensure the needs of vulnerable learners and those with SEND are met.
  - Monitor incidents and trends to inform interventions and support.
- **Learners**
  - Are expected to treat others with respect and value diversity.

## Equality in Practice

We will:

- Ensure our curriculum, activities, and mentoring programmes reflect the diversity of our learners and wider society.
- Provide opportunities for learners to explore themes of respect, identity, and inclusion.
- Ensure our recruitment practices are fair, transparent, and non-discriminatory.
- Make reasonable adjustments to remove barriers to participation for learners and staff with disabilities or additional needs.
- Monitor and analyse data (e.g. attendance, behaviour, progress) to identify and address any inequalities.
- Work with parents, carers, local authorities, and external agencies to support inclusive practice.

## Dealing with Discrimination and Harassment

Any incidents of discrimination, harassment, or victimisation will be taken seriously and dealt with promptly in line with:

- **Behaviour Policy** (for learners)
- **Disciplinary Policy** (for staff)
- **Safeguarding Policy** (if concerns relate to abuse or harm)

Staff and learners are encouraged to report any concerns to the Director, DSL, or Deputy DSL. All incidents will be recorded and monitored to identify patterns and inform action.

## Training and Awareness

- All staff receive induction training that includes equality, diversity, and inclusion.
- Ongoing CPD will be provided to ensure staff understand their responsibilities under the Equality Act.
- Learners will engage with EDI themes through mentoring, PSHE-style sessions, and the curriculum.

## Monitoring and Review

- The Director will monitor the implementation of this policy through regular review of incidents, feedback, and outcomes.
- Equality objectives will be reviewed annually.
- This policy will be reviewed annually, or sooner if required by legislation or operational needs.

## Policy Links

This policy should be read alongside:

- Safeguarding Policy
- SEND Policy
- Behaviour Policy
- Staff Code of Conduct
- Curriculum Policy
- Complaints Policy