



Equality & Diversity Policy

2025 - 2026

Date Approved: August 2022
Review Date: August 2025
Next Review Date: August 2026

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1. Introduction

REACH Learning Provision is committed to promoting equality, diversity, and inclusion in all aspects of our work. We recognise that barriers exist for many individuals, and we are determined to remove them.

This policy sets out how REACH will:

- Promote equality of opportunity and eliminate discrimination
- Meet our legal responsibilities under the **Equality Act 2010**
- Support students with **Special Educational Needs and Disabilities (SEND)**
- Foster positive relationships between different groups in our community
- Monitor and report progress against our equality objectives

We believe that every student and member of staff deserves to feel valued, respected, and supported in achieving their full potential.

2. Purpose

The purpose of this policy is to:

- Ensure compliance with the **Equality Act 2010** and the Public Sector Equality Duty (PSED)
- Make clear our expectations for staff, students, volunteers, parents/carers, and visitors
- Demonstrate how equality and diversity are embedded in our provision
- Provide a framework for addressing discrimination and promoting inclusion

3. Legal Framework

The **Equality Act 2010** identifies nine *protected characteristics*:

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

Under the Act, it is unlawful to discriminate against a pupil or potential pupil in:

- Admissions
- The way education is provided
- Access to benefits, facilities, or services
- Exclusions or other forms of detriment

The Act requires schools and provisions to:

1. **Eliminate discrimination, harassment, and victimisation**
2. **Advance equality of opportunity** between those who share a protected characteristic and those who do not
3. **Foster good relations** across all groups

4. Our Commitment

REACH will:

- Provide equality of opportunity and high standards for all students and staff
- Make reasonable adjustments to ensure accessibility for disabled students and staff
- Ensure policies, procedures, and practices are free from discrimination
- Encourage and listen to the views of students, staff, parents, and carers in shaping our provision
- Actively promote diversity through teaching, enrichment, and the staffing model

5. Equality Objectives

In line with the PSED, REACH will publish **equality objectives every four years** and review them annually. Current objectives will focus on:

- Reducing gaps in attendance and achievement for SEND and disadvantaged students
- Increasing participation in enrichment activities for underrepresented groups
- Promoting inclusive recruitment and staff development practices
- Building staff knowledge of equality, diversity, and anti-discrimination through CPD

6. Leadership & Governance

Overall responsibility lies with the **Provision Manager and Senior Leadership Team**

- All staff and volunteers are expected to promote equality and report discriminatory incidents
- Governors/Trustees will monitor compliance and progress against objectives
- Equality and diversity will be considered in all decision-making, planning, and policy reviews

7. Policy Planning, Implementation & Review

- All policies will be reviewed annually to ensure compliance with equality duties
- Students, parents/carers, staff, and partners will be consulted where appropriate
- Monitoring and evaluation will include the impact of policies on different groups
- Reports will be shared with the governing body to ensure accountability

8. Protected Groups

1. Disability

REACH will make every reasonable adjustment to support disabled pupils and staff. Adjustments may include curriculum adaptations, access arrangements, changes to facilities, or support with communication needs.

2. Pregnancy & Maternity

Students who become pregnant will be supported to continue their education during pregnancy, maternity leave, and on return. Support is also provided to students preparing for fatherhood.

9. Discriminatory Incidents

A discriminatory incident includes harassment, bullying, or victimisation linked to any protected characteristic.

Examples include:

- Physical assault
- Verbal abuse or name-calling
- Derogatory jokes or comments
- Graffiti or discriminatory symbols
- Exclusion from groups or activities
- Provocative behaviour (e.g. badges or slogans)
- Inciting others to discriminate or bully

All incidents will be:

- **Recorded and reported** to senior staff/DSL
- **Investigated** in line with behaviour and safeguarding policies
- **Monitored** to identify patterns or concerns
- **Reported** to governors through regular safeguarding and behaviour reports

10. Staff Development

- All staff will receive equality and diversity training as part of induction and ongoing CPD
- Staff will be supported to develop their careers and access progression opportunities equally
- Performance management will include reflection on inclusive practice
- Concerns about barriers to progression can be raised with the Provision Manager

11. Monitoring & Reporting

- Equality and diversity will be monitored through policy reviews, staff appraisals, and student feedback
- Surveys and pupil voice activities will gather views of students, staff, and parents/carers
- Annual reports will review progress on equality objectives and be shared with governors

12. Conclusion

REACH Learning Provision is fully committed to creating a safe, inclusive, and respectful environment. Discrimination will not be tolerated and will be addressed promptly and appropriately.

We believe a diverse community enriches learning and prepares students for life in modern Britain.

Our aim is to model fairness, respect, and equality in all that we do.