

DevonPathways



Equality Policy and Accessibility Plan

Approved by:	Chris Kenny	Date: 14/09/2022
Last reviewed on:	16/10/24	
Next review due by:	16/10/2025	

Previous review
01/09/23

Equality Policy and Accessibility Plan

1. Introduction

This policy sets out approach of DevonPathways to promoting equality, as defined within the Equality Act 2010.

The policy covers issues such as but not limited to age, sex, race, disability, religion or belief, sexual orientation, pregnancy, and those who are undergoing or who have undergone gender reassignment.

2. Aims and Values

DevonPathways aims to provide equality and excellence for all in order to promote the highest possible standards.

The core values on which the policy is based include:

- a culture of respect for others
- promoting equality by recognising and celebrating differences between people
- a community where young people experience and are well prepared for life in a diverse society

3. DevonPathways overall approach to promoting Equality

DevonPathways Equality Policy provides a framework to pursue its equality duties to have due regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristics
- foster good relations and positive attitudes between all characteristics and different groups in all of its activities.

Through the Equality Policy, DevonPathways will seek to ensure that no pupil, staff member, parent, guardian or carer or any other person through their contact with DevonPathways receives less favourable treatment. This includes the protected characteristics identified within the Equality Act (2010) i.e.

age, sex, race, disability, religion or belief, sexual orientation, pregnancy, or those undergoing or who have undergone gender reassignment.

(NB: 'age' is a protected characteristic but not in relation to pupils of any age in a school)

4. A Cohesive Community

DevonPathways seeks to:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities.
- tackle discrimination
- increase life opportunities for all
- ensure that learning sessions and activities explore and address issues of diversity

5. Accessibility Plan

DevonPathways is committed to providing facilities and experiences that are suitable and sufficient to meet the needs of the young people referred, irrespective of special need or disability.

6. Concerns or complaints

In the first instance a member of staff should be contacted with any concerns or complaints, and this passed to DevonPathways leadership. If issues or concerns remain unresolved these should be raised in accordance with the DevonPathways Complaints Policy (or, if the person who raising a concern is a member of staff, in accordance with the DevonPathways Grievance Policy).