



Equality and Diversity Policy

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The Learning Sanctuary will adhere to all equalities legislation, including the three duties outlined in the Equalities Act 2010:

- To eliminate conduct that is prohibited by the Act.
- To advance equality of opportunity between people who share a protected characteristic and those who do not
- To foster good relations across all characteristics.

The way in which we seek to do this is explained below.

Principles of our approach

Understanding and tackling the different barriers which could lead to unequal outcomes for those people who have protected characteristics within the company, while celebrating and valuing the achievements and strengths of all members of our community is the key to our approach.

Those people with protected characteristics are defined as those who may be susceptible to discrimination because of their sex, race, disability, religion or belief, sexual orientation, gender realignment, pregnancy or maternity, less able or socio-economic background. These include learners, teaching and support staff, parents, carers, multi-agency staff linked to the school, visitors to school and contractors.

We value diversity and believe that equality within our company should permeate all aspects of our working life and is the responsibility of every employee. Every member of The Learning Sanctuary community should feel safe, secure, valued and of equal worth.

It is the responsibility of the Director to ensure compliance with and implementation of the policy by the whole Learning Sanctuary community as well as eliminating all unlawful discrimination. Visitors to the site will be expected to follow the principles laid down in this policy.

A range of stakeholders have been consulted in drawing up this policy and the associated action plan. The action plan will be reviewed and updated on an annual basis with the continued help of students, parents, carers, the community and staff.

Promoting Equality and Diversity at The Learning Sanctuary

Leading sessions

We aim to provide all our service users with the opportunity to succeed, and to reach the highest level of personal achievement/development. To do this, learning and teaching will endeavour to:

- Ensure equality of access to the whole Learning Sanctuary experience for all learners and prepare them for life in a diverse society.
- Use materials that reflect a range of cultural backgrounds, without stereotyping.
- Promote attitudes, values and skills that challenge discriminatory behaviour.
- Provide opportunities for our service users to appreciate their own culture, religion and beliefs and celebrate the diversity of other cultures.
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions.
- Develop learner advocacy skills so that they can detect bias, and challenge discrimination, leading to justice and equality.
- Prepare service users for living in a multicultural society and promote good relations between different racial groups.

- Celebrate diversity and promote (where appropriate) the positive contribution of different ethnic minority groups to the curriculum area, as well as profiling the positive contributions made to society by other minority groups.
- Celebrate what we have in common.
- Seek to involve all parents/carers in supporting their sons/ daughters time with The Learning Sanctuary.
- Take account of the different learning needs of different groups of students, using an appropriate range of teaching strategies to enable all service users to progress.
- Take account of the current performance of all service users when planning for future learning and setting challenging and relevant targets.
- Make best use of all available resources to support the learning of all groups of service users

Learning Environment

There is a consistently high expectation of all our service users regardless of age, gender, race, disability, ability, social background and sexual orientation. To secure the best possible outcomes for all our people, we recognise the importance of:

- Staff commitment, expertise and enthusiasm as a vital factor in achieving a high level of motivation and good results from all service users
- Staff in the provision providing good, positive role models in their approach to all issues relating to equality and diversity.
- The Learning Sanctuary as a whole placing a high priority on the provision for those with special educational needs and disabilities. We strive to meet all service users learning needs, including the more able.
- The Learning Sanctuary providing an environment in which all service users have equal access to all facilities and resources.
- Creating an environment where all service users are encouraged to be actively involved in their own learning.

Planned Activities

At The Learning Sanctuary we actively recognise differences and aim to ensure that:

- Our planning reflects our commitment to equality in all aspects of the programs on offer promoting positive attitudes to equality and diversity.
- Service users will have opportunities to explore concepts and issues relating to identity and equality.

Ethos and Atmosphere

We are aware that those involved in the leadership of The Learning Sanctuary community are instrumental in demonstrating mutual respect between all members of The Learning Sanctuary community. To this end:

- There should be an 'openness' of atmosphere and mutual respect which welcomes everyone to the company.
- The service users are encouraged to greet visitors to The Learning Sanctuary, and staff working for The Learning Sanctuary, with friendliness and courtesy.

- The displays around the site should be of a high quality and reflect diversity across all aspects of school life and are frequently monitored.
- Provision is made to cater for the spiritual needs of all the service users through prior planning and collaboration with referrers

Resources and Materials

The provision of good quality resources and materials within The Learning Sanctuary is a high priority. These resources will:

- Reflect the reality of an ethnically, culturally and sexually diverse society;
- Reflect a variety of viewpoints;
- Show positive images of different ethnic groups, males and females in society, and people with disabilities;
- Reflect non-stereotypical images of all groups in a global context;
- Include materials to raise awareness of equality and diversity issues;
- Be equally accessible to all members of The Learning Sanctuary community, consistent with health and safety
- Not promote, explicitly or implicitly, racist, anti-disability, sexist, homophobic or ageist views.

Language

We recognise that it is important that all members of The Learning Sanctuary community use appropriate language which:

- Does not transmit or confirm stereotypes;
- Does not intentionally offend;
- Creates and enhances positive images of particular groups identified at the beginning of this document;
- Creates the conditions for all people to develop their self-esteem;
- Recognises the individuality and background of all members of The Learning Sanctuary community, with everyone endeavouring to spell and pronounce names correctly.
- Uses appropriate terminology in referring to particular groups or individuals.

Provision for Bilingual/Multilingual Pupils

We will make appropriate provision for all EAL/bilingual service users to ensure access to The Learning Sanctuary activities. These groups may include:

- Traveller and Gypsy Roma learners.
- Those from refugee families.
- Asylum seekers.
- Service users for whom English is an additional language.

- Service users who are new to the United Kingdom.

Personal Development and Pastoral Guidance

- The Learning Sanctuary staff take account of disability needs, gender, religious and racial differences, sexual orientation and the experience and needs of particular groups such as Gypsy Roma and Traveller, refugee and asylum seeker service users.
- All service users are encouraged to consider the full range of opportunities available to them with no discriminatory boundaries placed on them due to their disability, gender or race.
- All service users/staff/parents/carers are given support as appropriate when they experience or perceive discrimination. We also recognise that the perpetrators of discrimination are themselves sometimes victims of their personal circumstances and therefore, where appropriate, remedial work is done to ensure that the actions do not occur again.
- Positive role models are used throughout The Learning Sanctuary to ensure that different groups of service users can see themselves reflected in our community.
- Emphasis is placed on the value that diversity brings to the community rather than the challenges.

Harassment and Bullying

It is the duty of The Learning Sanctuary staff to challenge all types of discriminatory behaviour. It will address this duty in a number of different ways, e.g.:

- Incidents where there are unwanted attentions (verbal or physical) will be tackled. The Learning Sanctuary has a clear, agreed procedure for dealing with incidents such as unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender (or transgender).
- All bullying related to those with protected characteristics will be referred to an appropriate member of staff and be dealt with as a serious incident – and will be recorded and investigated thoroughly.
- Incidents involving those with protected characteristics – specifically incidents relating to race, disability or homophobia – will be highlighted in behaviour logs in order to ensure effective monitoring. It will be the norm for parents/carers of the victim and the perpetrator to be notified of the incident, unless there are specific circumstances that make this inappropriate.

Partnerships with Parents/Carers and the Wider Community

We aim to work in partnership with parents/carers to help all service users to achieve their potential. For example:

- All parents/carers are encouraged to participate in all aspects of a person's time with The Learning Sanctuary.
- Encouraging parents/carers to contact The Learning Sanctuary/referrer if they have any concerns about equality and diversity issues – the first point of contact should be the Director.

Staffing and Staff Development

- We recognise the need for positive role models and distribution of responsibility among staff. This will include service users access to a balance of male and female staff where possible and viable.
- We undertake to encourage the career development and aspirations of all individuals.
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of service users in the various dimensions of equality of opportunity.

Staff Recruitment and Professional Development

- All posts are advertised formally.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure good practice which takes account of equalities through the recruitment and selection process.
- The Learning Sanctuary encourages applicants from all sections of the community.
- Access to opportunities for professional development is monitored on equality grounds.
- Equalities policies and practices are covered in all staff inductions.
- All supply staff are made aware of equalities policies and practices.
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact.

Responsibility for the Policy

At The Learning Sanctuary, all members of The Learning Sanctuary community have a responsibility towards supporting the equality agenda. Responsibilities are laid out as follows:

The Director are responsible for ensuring that:

- The company complies with all equalities legislation relevant to the school community.
- The Learning Sanctuary's Equality and Diversity policy is maintained and updated regularly.
- That procedures and strategies related to the policy are monitored, reviewed and implemented.
- Providing leadership and vision in respect of equality.
- Overseeing the implementation of the Equality Act 2010 and its associated duties.
- Co-ordinating the activities related to equality and evaluating impact.
- Ensuring that all who enter the building are aware of, and comply with, the Equality and Diversity Policy.
- Ensuring that staff are aware of their responsibilities and are given relevant training and support.
- Taking appropriate action in response to racist incidents, discrimination against persons with a disability and sexual harassment and discrimination.

All staff are responsible for:

- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- Not discriminating on grounds of any protected characteristic.
- Keeping up to date with equalities legislation by attending training events organised by the school or Local Authority or recognised training provider.

Monitoring and Review

This will be carried out by the Equal Opportunities Group under the leadership of the designated member of Senior Management. They will report back through the Director and the Company Improvement Plan evaluation. Amendments may be made to the policy and action plans in the light of the monitoring and review. The group will consider feedback from a range of sources including:

- Analysis of attendance and truancy figures.

- Analysis of exclusions.
- Incidents of racism, homophobia and sexism and all forms of bullying.
- Students achievement data for particular groups compared to National and Local Authority data.
- Feedback from Parents and other stakeholders
- Any other information related to the Equality Act.

The Measurement of Impact of the Policy

Each policy, and any other relevant policies as outlined in the specific duties placed upon us by the relevant legislation, will be evaluated and monitored for their impact on students, staff, parents and carers from the different groups that make up our school. As part of this process an action plan will be drawn up to enable impact assessment to be undertaken.

The Learning Sanctuary will keep up to date records concerning the disabilities present within the community and will collect this information through data collection annually.