



## Equality and Inclusion Policy

This policy represents the agreed principles for Inclusion and Equal Opportunities throughout the Alternative Provision. All practitioners, representing The Hub have agreed this policy.

### Introduction

The mission statement of our Alternative provision talks of valuing the individuality of all of our children. We are committed to giving all of our children every opportunity to achieve the highest of standards. We do this by taking account of children's varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. This policy helps to ensure that this Alternative Provision promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

### Policy statement

The Hub aims to be an inclusive provision. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our provision:

- girls and boys;
- minority ethnic and faith groups;
- children who need support to learn English as an Additional Language; • children with Special Educational Needs;
- gifted and talented children;
- children who are at risk of disaffection or exclusion;
- travellers and asylum seekers.

We recognise that children and their families come from a wide range of backgrounds with individual needs, beliefs and values. They may grow up in family structures that include one or two parents of the same or different sex. Children may have close links or live with extended families of grandparents, aunts, uncles and cousins; while other children may be more removed from close kin or may live with other relatives or foster carers. Some children come from families who experience social exclusion, severe hardship; discrimination and prejudice because of their ethnicity, disability and/or ability, the languages they speak, their religious or personal beliefs, their sexual orientation and marital status. Some individuals face discrimination linked to their gender and some women are discriminated against because of their pregnancy and maternity status. We understand that all these factors can affect the well-being of children within these families and may adversely impact on children's learning, attainment and life outcomes.

The Hub believes that all children are individuals and have an equal right to be listened to and be valued.

Practitioners ensure all children have the opportunity to reach their full potential and ensure children and their families are treated fairly regardless of race, sex, disability, age, religion or sexual orientation. The Hub is committed to providing an inclusive environment that celebrates diversity and works with parents/carers to ensure that every child is able to access education that stretches their learning and development.

The Hub are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families using our setting. We aim to:

- promote equality and value diversity within [our/my] service and foster good relations with the local community;
- actively include all families and value the positive contribution they make to [our/my] service;
- promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms;
- provide a secure and accessible environment in which every child feels safe and equally included;
- improve our knowledge and understanding of issues relating to anti-discriminatory practice,
- challenge and eliminate discriminatory actions on the basis of a protected characteristic as defined by the Equality Act (2010) namely:
  - age;
  - gender;
  - gender reassignment;
  - marital status;
  - pregnancy and maternity;
  - race;
  - disability;
  - sexual orientation; and
  - Religion or belief.

Where possible, take positive action to benefit groups or individuals with protected characteristics who are disadvantaged, have a disproportional representation within the service or need different things from the service.

### **Legislation (See additional sheets for more information)**

- Children Act 1989
- Disability Discrimination Act 1995
- Disabled Person Acts 1958, 1986
- Education Act 1981 and 1993
- Education Reform Act 1988
- Employment Equality (Age) Regulations 2006
- Equal Pay Acts 1970 and 1984
- Race Relations Act 1976 and Race Relations Amendment Act 2000
- Sex Discrimination Act 1975 and 1986
- Special Educational Needs and Disability Act 2001

### **Who is responsible for the implementation of the policy?**

All practitioners will be involved in developing and implementing the Equal Opportunities policy. **Mrs Vanessa Brooks** is the designated practitioner with particular responsibility for equal opportunities.

Last reviewed April 2026  
Next Review April 2027