

THE HUB EDUCATIONAL SERVICES CIC

Equality, Diversity and Inclusion Policy

Date of Implementation: 1 May 2024

Last Review: 16 April 2026

Next Review: 16 April 2027

Introduction

The Hub Educational Services CIC is committed to promoting equality, celebrating diversity, and fostering an inclusive culture across all aspects of our organisation. We believe that every member of our workforce, every pupil, and every individual who engages with our services should feel respected, valued, and able to thrive. Our commitment extends to eliminating unlawful discrimination, advancing equality of opportunity, and creating an environment where dignity and respect are central to our ethos.

We aim for our workforce to be representative of the communities we serve and for every employee, volunteer, pupil, and client to feel empowered to give their best. As an Alternative Provision, we recognise our responsibility not only to comply with the law but to model best practice in equality, diversity and inclusion (EDI), ensuring that our culture actively supports fairness and belonging.

This policy applies to all employees, volunteers, contractors, pupils, parents, carers, visitors, and members of the public who interact with The Hub Educational Services CIC.

Purpose of the Policy

The purpose of this policy is to ensure that equality, diversity and inclusion are embedded throughout our organisation. We are committed to providing fairness, respect and equal opportunities for all employees, whether temporary, part-time or

full-time, and to ensuring that no one is unlawfully discriminated against on the basis of protected characteristics defined in the Equality Act 2010.

These protected characteristics include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We oppose all forms of unlawful discrimination in employment practices, service delivery, and organisational decision-making. This includes discrimination in pay, benefits, terms and conditions, recruitment, promotion, training, grievance and disciplinary procedures, dismissal, redundancy, parental leave, flexible working requests, and access to development opportunities.

We also recognise the different forms of discrimination outlined in the Equality Act 2010, including direct discrimination, indirect discrimination, discrimination arising from disability, harassment, victimisation, discrimination by association, discrimination by perception, and failure to make reasonable adjustments. This policy explains these forms of discrimination and outlines our commitment to preventing them.

Direct Discrimination

Direct discrimination occurs when an individual is treated less favourably than another because of a protected characteristic. This may relate to age, disability, race, sex, sexual orientation, religion or belief, gender reassignment, pregnancy or maternity, or marriage and civil partnership.

Direct discrimination also includes discrimination by association, where someone is treated unfairly because they are connected to a person with a protected characteristic, and discrimination by perception, where someone is treated unfairly because they are perceived to have a protected characteristic, even if they do not.

Indirect Discrimination

Indirect discrimination occurs when a policy, rule or practice applies to everyone but places individuals with a protected characteristic at a disadvantage. Indirect discrimination may be unintentional, but it is still unlawful unless it can be objectively justified. We therefore ensure that all organisational policies and practices are reviewed to avoid disadvantaging any group.

Harassment

Harassment is unwanted conduct related to a protected characteristic that violates a person’s dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Harassment may include bullying, derogatory comments, inappropriate questions, or any behaviour that causes distress. Harassment is unlawful and will not be tolerated at The Hub.

Victimisation

Victimisation occurs when someone is treated unfairly because they have made or supported a complaint about discrimination or raised concerns about discriminatory

practices. Victimisation is harmful and unlawful. We will not tolerate any behaviour that penalises individuals for raising legitimate concerns.

Our Commitments

The Hub Educational Services CIC is committed to encouraging equality, diversity and inclusion because they are essential to good practice, organisational effectiveness and positive outcomes for pupils. We are committed to creating a working environment free from bullying, harassment, victimisation and unlawful discrimination, where dignity and respect are upheld and where individual differences are valued.

We ensure that all employees and volunteers receive training on their rights and responsibilities under this policy. Staff must conduct themselves in ways that support equal opportunities and prevent discrimination. All employees should understand that they, as well as the organisation, can be held liable for acts of discrimination, harassment or victimisation carried out during their employment.

We take all complaints of discrimination, harassment or victimisation seriously. Such behaviour will be treated as misconduct under our grievance and disciplinary procedures. Serious incidents may constitute gross misconduct and lead to dismissal. Sexual harassment may constitute both an employment matter and a criminal offence. Harassment under the Protection from Harassment Act 1997 is also a criminal offence, even when unrelated to protected characteristics.

We are committed to ensuring that training, development and progression opportunities are available to all staff. Decisions about recruitment, promotion and development are based on merit, except where lawful exemptions apply.

We regularly review our employment practices to ensure fairness and compliance with changes in legislation. We monitor workforce demographics, including age, sex, ethnicity, sexual orientation, religion or belief, and disability, to support equality, diversity and inclusion. Monitoring also helps us evaluate the effectiveness of this policy and take action where needed.

Positive Action

The Hub Educational Services CIC is committed to positive action, which is lawful under the Equality Act 2010. Positive action allows employers to identify and remove barriers faced by under-represented groups and to support their employment, retention and progression. Positive action is not the same as positive discrimination, which is unlawful. We treat all applicants fairly and appoint on merit, while using positive action to ensure our workforce reflects the communities we serve.

Agreement to Follow This Policy

This policy is fully supported by the Directors and has been agreed with all employees. All staff are expected to uphold the principles of equality, diversity and inclusion in their daily work.

Disciplinary and Grievance Procedures

Details of our grievance and disciplinary procedures are available on request from the Directors. Employees may raise grievances with their line manager or through formal procedures. Using these procedures does not affect an employee's right to make a claim to an employment tribunal within three months of an alleged act of discrimination.