



Positive Pathways

Equality Information and Objectives Policy

Approved by: Emme Farr
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1. Policy Statement

Positive Pathways is committed to promoting equality, diversity and inclusion and ensuring that all learners, staff, families and visitors are treated with dignity, fairness and respect.

We believe every learner should have equal opportunities to succeed regardless of age, disability, race, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy or maternity, or marriage and civil partnership.

We are committed to eliminating discrimination, advancing equality of opportunity and fostering positive relationships throughout our provision.

2. Legislation and Guidance

This policy is informed by:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Human Rights Act 1998
- Education and Inspections Act 2006
- SEND Code of Practice (2015)
- Data Protection Act 2018
- UK GDPR

This policy should be read alongside:

- SEND Policy
- Safeguarding and Child Protection Policy
- Relational Behaviour Policy
- Staff Code of Conduct
- Complaints Policy
- Accessibility Plan
- Flexible Working Policy

3. Aims

Positive Pathways aims to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Promote equality of opportunity for all learners and staff.
- Foster positive relationships and mutual respect.
- Remove barriers to participation and achievement.
- Ensure fair access to learning, support and enrichment opportunities.
- Promote an inclusive culture where diversity is valued and celebrated.

4. Roles and Responsibilities

Centre Manager

The Centre Manager will:

- Ensure compliance with equality legislation.
- Promote an inclusive culture throughout the provision.
- Monitor equality information and objectives.
- Ensure equality considerations are reflected in policies and decision-making.
- Address discrimination, harassment or prejudice promptly and appropriately.

Staff

All staff will:

- Treat others fairly and respectfully.
- Promote inclusion and equality.
- Challenge discriminatory language or behaviour.
- Support learners according to individual needs.
- Report incidents of discrimination, bullying or harassment.

Learners

Learners are expected to:

- Treat others with respect.
- Value diversity and difference.
- Report bullying, discrimination or prejudice.
- Contribute positively to an inclusive environment.

5. Promoting Equality

Positive Pathways promotes equality through:

- A trauma-informed and relational approach.
- Thrive-informed practice.
- Inclusive teaching and learning.
- Individualised support for SEND and SEMH needs.
- Positive behaviour support.
- Pupil voice and participation.
- PSHE education informed by the PSHE Association Programme of Study.
- Partnership working with families and external agencies.

Reasonable adjustments will be made to ensure learners with disabilities or additional needs can participate fully in provision life.

6. Equality Objectives (2025–2029)

Positive Pathways will:

Objective 1

Continue to improve outcomes, engagement and attendance for learners who face barriers to education, including those with SEND, SEMH needs and other vulnerabilities.

Objective 2

Ensure all learners can access a curriculum that promotes diversity, inclusion, respect and understanding of protected characteristics.

Objective 3

Develop staff knowledge and confidence in equality, inclusion, trauma-informed practice and meeting diverse learner needs through ongoing professional development.

Objective 4

Monitor and reduce any barriers to participation, achievement or wellbeing experienced by individuals or groups within the provision.

7. Addressing Discrimination and Prejudice

Positive Pathways will not tolerate discrimination, harassment, victimisation or prejudice.

Any incidents involving discriminatory language, behaviour or bullying will be:

- Taken seriously.
- Recorded appropriately.
- Investigated promptly.
- Addressed through education, support and, where necessary, disciplinary procedures.

Incidents will be monitored to identify patterns and inform future practice.

8. Equality Information

To meet our Public Sector Equality Duty, Positive Pathways will monitor and review relevant information, including:

- Learner attendance, engagement and outcomes.
- SEND and SEMH provision.
- Behaviour and safeguarding information.
- Complaints and prejudice-related incidents.
- Recruitment, retention and staff development information.

Information will be handled in accordance with UK GDPR and the Data Protection Act 2018.

9. Complaints

Concerns relating to equality, discrimination or inclusion should be raised with the Centre Manager in the first instance.

Where concerns cannot be resolved informally, they will be managed in accordance with the Complaints Policy.

10. Monitoring and Review

The Centre Manager will monitor the effectiveness of this policy and review progress against equality objectives annually.

Equality information and objectives will be published and updated in accordance with statutory requirements.

This policy will be reviewed annually or sooner if legislation, guidance or organisational requirements change.