

PL6 Learning Hub Equality, Diversity and Inclusion Policy

Approved by: Western Education Solutions Ltd

Applies to: All learners, parents/carers, staff, volunteers, and visitors

Designated Safeguarding Lead (DSL): Greg Western

Date of Approval: 8 October 2025

Next Review Due: 8 October 2026

1. Policy Statement

PL6 Learning Hub is committed to providing a learning environment that promotes equality of opportunity, celebrates diversity, and fosters inclusion for all learners, staff, and visitors. We believe that everyone is entitled to be treated with dignity, fairness, and respect — free from discrimination, harassment, or victimisation. This policy underpins all aspects of our work, ensuring that all individuals can achieve their potential regardless of background or circumstance.

2. Legal Framework

This policy is guided by:

- The Equality Act 2010
- The Public Sector Equality Duty (Section 149, Equality Act 2010)
- The Human Rights Act 1998
- SEND Code of Practice (2015)
- Keeping Children Safe in Education (KCSIE) 2025
- Plymouth Safeguarding Children Partnership (PSCP) guidance

3. Protected Characteristics

Under the Equality Act 2010, PL6 Learning Hub is committed to preventing discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex (gender)
- Sexual orientation

4. Our Aims

- Create a culture that actively promotes equality and diversity in all aspects of the Hub's work.
- Remove barriers to participation and achievement for learners from all backgrounds.
- Promote inclusive teaching practices that reflect and respect the diversity of our learners.
- Provide reasonable adjustments for learners with disabilities or additional needs.
- Recruit, train, and support staff in a way that reflects our inclusive values.

- Challenge discriminatory attitudes, language, or behaviour immediately and appropriately.

5. Responsibilities

DSL and Senior Leadership (Greg Western):

- Ensure compliance with equality legislation.
- Oversee implementation and review of this policy.
- Monitor participation and outcomes to identify inequalities.
- Ensure staff training includes equality, diversity, and inclusion awareness.

All Staff and Volunteers:

- Treat all learners and colleagues with respect and fairness.
- Must not discriminate, harass, or victimise anyone.
- Report any incidents via CPOMS.

Learners:

- Treat others with kindness, respect, and understanding.
- Report bullying or discriminatory behaviour to staff immediately.

6. Promoting Equality in Practice

- Inclusive curriculum design reflecting diversity in society.
- Positive representation in displays and resources.
- Accessible environments tailored to individual needs.
- Individualised support through personal learning plans.
- Celebration of diversity (e.g., Black History Month, Pride, Neurodiversity Week).

7. Addressing Discrimination

- All discriminatory behaviour is taken seriously and logged on CPOMS.
- Incidents investigated by DSL with outcomes communicated to parents/carers.
- External agencies contacted where necessary.

8. Monitoring and Evaluation

- DSL and Director monitor equality data and outcomes annually.
- Feedback from learners, staff, and parents used for improvement.
- Adjustments made where barriers are identified.

9. Training and Awareness

- All staff receive equality, diversity, and inclusion training at induction and as part of ongoing CPD.
- Staff supported to challenge bias and adapt practice.
- Learners explore equality topics within PSHE and wellbeing programmes.

10. Breaches of Policy

- Breaches may result in disciplinary or safeguarding action.
- Repeated breaches could lead to termination of placement or contract.

11. Review

This policy will be reviewed annually by the DSL to ensure compliance with current legislation and best practice.

Signed:

Greg Western

Designated Safeguarding Lead

PL6 Learning Hub

Western Education Solutions Ltd

■ 07954 653919

■ greg@pl6learninghub.co.uk

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