**Luccombe Hub**

This document forms part of the policy handbook and is intended for use at Luccombe Hub

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| **Title:** | **Equality Policy** |
| **Subject Area:** | Whole Centre |
| **Applies:** | Immediately |
| **Issued:** | 01/02/2023 |
| **Reviewed:** | 23/01/2025 |
| **Sponsor:** | Henri Monier-Williams in conjunction with SLT |
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## 1. Introduction

1.1 Aims

This policy sets out how The Luccombe Hub will meet it's duty under The Equality Act 2010. The Luccombe Hub is committed to ensuring equality of education and opportunities for all learners, parents/carers, staff, irrespective of race, disability, sex, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity and age (for staff only). We will adhere to legal definitions of these protected characteristics as set out in the Equality Act 2010. We aim to develop and maintain a culture of inclusion and diversity, in which all those connected with the centre feel proud of their identity and able to participate fully in Centre life. We will tackle discrimination through our positive approach to equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

We remain committed to having due regard to the three aims of The Equality Duty :
- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

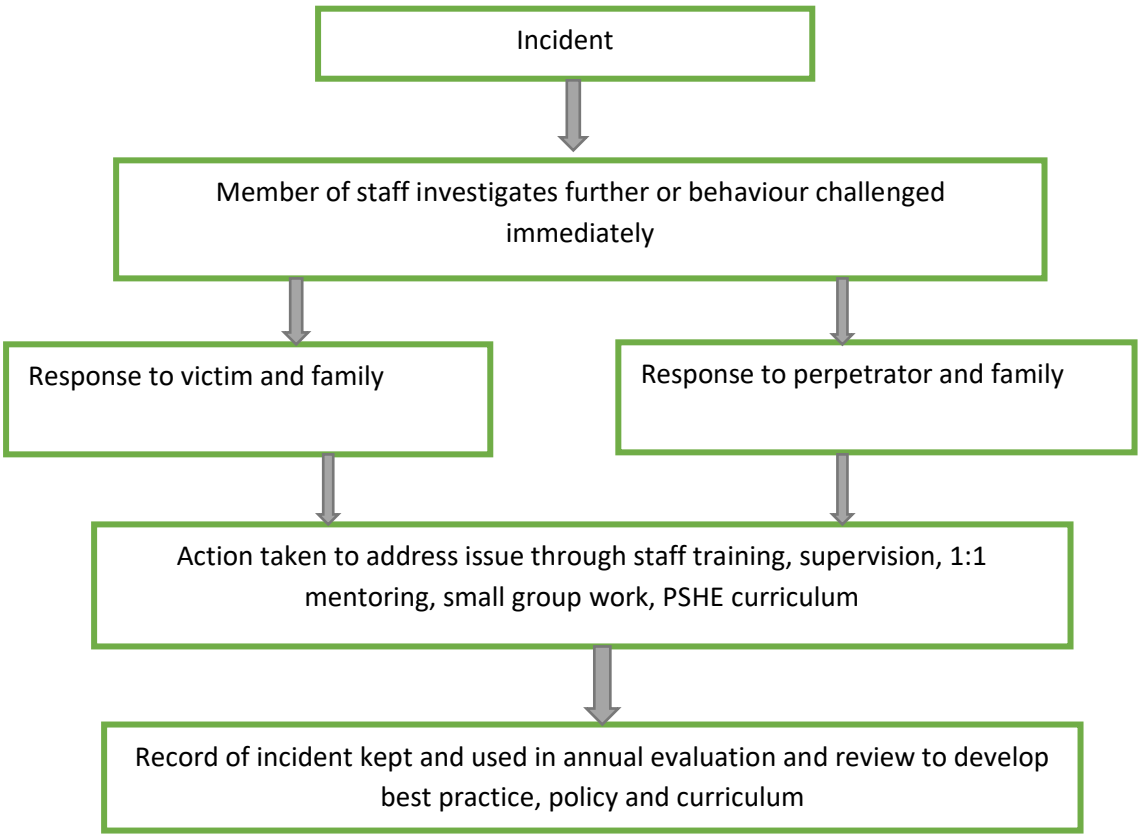
1.2 Consultation
The Luccombe Hub will communicate this behaviour policy to all staff, relevant professionals and learners through inductions, meetings, day to day communications, staff meetings and training. A copy of this policy and all policies will be available on request or via the website.

1.3 Legislation and guidance
- Equality Act 2010 - advice for school leaders, school staff, governing bodies and local authorities
- Human Rights Commission

## 2. Procedures and practice

2.1 Steps

Equality monitoring will occur on admission of learners and new staff joining the team.
If a member of our centre - staff, learner or visitor feels they have been the victim of discrimination, harassment and/or victimisation the following action will be taken:




2.2 Roles and responsibilities

**Centre Lead**

- The Centre Lead is responsible, with the support of senior members of staff, for the implementation of the Centre's Equality Policy.
- The Centre Lead will ensure that all staff are aware of the Equality Policy and their responsibilities within it, and that staff are given appropriate training and support to apply this Policy fairly in all situations.
- The Centre Lead will ensure that all appointment panels give due regard to this Policy, so that no-one is discriminated against in respect of employment or training opportunities.
- The Centre Lead will promote Equality principles and standards when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of Centre life.
- The Centre Lead will consider all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, as matters of grave concern.
- The Centre Lead will seeks to ensure that no-one seeking employment at the centre will be subject to any kind of unlawful discrimination
- It will take all reasonable steps to ensure that the Centre environment is accessible to adults and children who have disabilities, in so far as practicably possible.
- It will strive to make communications as inclusive as possible for parents, carers and learners.

- The Centre will ensure that no child is discriminated against whilst attending the centre on account of any of the protected characteristics, and ensures that all reasonable adjustments are made for disabled learners

**The role of all staff: teaching and non-teaching**

- All staff will ensure that all learners and members of staff are treated fairly, equally and with respect and will promote and maintain awareness of the Centre's Equality Policy.
- All staff will strive to provide curriculum material which includes positive images and challenges stereotypical images and assumptions.
- All staff will challenge any incidents of bullying, prejudice, racism or homophobia, and will record any serious incidents, drawing them to the attention of the Centre Lead.
- Teachers will support the work of ancillary or support staff and support and encourage positive intervention in respect of any discriminatory incidents.
- Staff are personally responsible for acts of discrimination, harassment or victimisation which they carry out during their employment.

2.3 Aspects

Unlawful Discrimination involves treating someone less (or more) favourably than a "comparator".
Harassment (which is a form of discrimination) means violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
Victimisation involves treating a person less favourably because of a previous complaint.
We recognise that discrimination can occur in the following ways and will actively work to alleviate it; -

- Direct discrimination
- Indirect discrimination –
- Discrimination arising from disability including failure to make reasonable adjustments and provide auxiliary aids and services.
- Harassment
- Victimisation

**3. Concluding notes**

3.1 Monitoring and review

The impact of this policy will be reviewed as part of the annual Self Evaluation and the policy will be reviewed on a 3 year cycle unless significant changes are made to guidance and/or statutory laws.

3.2 Links to other policies

- Accessibility Plan
- Grievance Policy
- Fairness & Dignity policy
- Harassment in the workplace policy
- Complaints procedures