

LEGACY EDUCATION

Equality Policy



"Character Above All Else"

Approved by: Director

Responsible Person: Designated Safeguarding Lead (DSL)

Last Review Date: December 2025

Next Review Due: December 2026

1. Statement of Intent

- 1.1. Legacy Alternative Provision (“Legacy AP”) is committed to fulfilling all legal obligations under the **Equality Act 2010**, which **replaces** previous equality legislation.
 - 1.2. The Equality Act 2010 provides protection against unlawful discrimination, harassment and victimisation and ensures equal opportunities for all, regardless of background, identity, or circumstance.
 - 1.3. As a small independent alternative provision, Legacy AP aims to create a culture that promotes equality, celebrates diversity and fosters mutual respect and inclusion.
 - 1.4. We recognise our duty to have “**due regard**” to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between different groups, promoting understanding and tackling prejudice.
 - 1.5. Legacy AP is committed to publishing and reviewing measurable **equality objectives** every four years and to providing annual updates on progress.
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2. Purpose and Scope

- 2.1. This policy applies to all staff, students, volunteers, contractors and visitors connected with Legacy AP.
 - 2.2. Legacy AP values every member of its community and is committed to ensuring that everyone is treated fairly and with respect.
 - 2.3. We recognise it is unlawful to discriminate against a student or member of staff (or prospective student or staff member) because of a **protected characteristic**, as defined by the Equality Act 2010.
 - 2.4. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality and ethnic origin)
 - Religion or belief
 - Sex
 - Sexual orientation
 - 2.5. Our approach goes beyond compliance; we seek to create a learning environment where every individual feels a sense of belonging and is supported to reach their potential.
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3. Guiding Principles

3.1. Legacy AP's equality work is guided by the following principles:

- **Equal Value:** All learners, staff and visitors are of equal worth.
 - **Inclusive Practice:** Our curriculum, culture and operations reflect the diversity of our community.
 - **Respect for Difference:** We celebrate individuality and identity.
 - **Proactive Action:** We seek to identify and remove barriers that prevent equal access to opportunity.
 - **Shared Responsibility:** Equality is the responsibility of every member of our community.
 - **Continuous Improvement:** We monitor our practices and seek feedback to improve inclusion and fairness.
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4. Ethos and Organisation

4.1. Legacy AP's ethos, "*Character Above All Else*", is grounded in respect, resilience and personal growth. Equality and inclusion are central to this philosophy.

4.2. These principles underpin all aspects of our provision, including:

- Admissions and attendance
- Curriculum design and delivery
- Behaviour and conduct
- Personal development, welfare and wellbeing
- Safeguarding and pastoral care
- Staff recruitment and professional development
- Partnership work with families and local agencies

4.3. We understand that equality does not always mean treating everyone the same — it means ensuring fair outcomes and appropriate support according to need.

5. Roles and Responsibilities

5.1. All staff and volunteers must:

- Promote equality and challenge discrimination through their words and actions.
- Engage with relevant training.
- Report prejudice-related incidents or concerns immediately.

5.2. The Director will:

- Ensure the policy is implemented and reviewed.
- Oversee the publication of equality information and objectives.
- Promote a culture of openness, respect and accountability.

5.3. The Designated Safeguarding Lead will:

- Monitor equality incidents and outcomes for students.
- Ensure staff understand how to recognise and challenge discriminatory behaviour.

5.4. Governance/Leadership Oversight:

- Legacy AP's leadership team will monitor progress toward equality objectives annually and will ensure compliance with the Equality Act 2010 and related regulations.
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6. Meeting the Equality Duty

6.1. Legacy AP will demonstrate due regard for the Public Sector Equality Duty by:

- Monitoring student data (attendance, achievement, behaviour, wellbeing) by key groups.
 - Reviewing staff recruitment, retention and training data.
 - Consulting students, parents, staff and community partners to identify and address barriers.
 - Publishing equality objectives and reporting annually on progress.
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7. Related Policies

7.1. This policy should be read alongside:

- Safeguarding and Child Protection Policy
 - Anti-Bullying Policy
 - Behaviour and Exclusions Policy
 - SEND and Inclusion Policy
 - Staff Code of Conduct
 - Recruitment and Safer Recruitment Policy
 - Complaints Policy
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8. Monitoring and Review

8.1. Legacy AP will:

- Review equality data annually.

- Update equality objectives at least every four years.
- Publish relevant information on the website, ensuring it is accessible and anonymised.

8.2. The Director is responsible for ensuring this policy remains effective and compliant with legislation.

9. Equality Objectives (2025–2029)

9.1. Legacy AP will publish and review objectives that may include:

- **Student Inclusion:** Increase participation of underrepresented groups in enrichment and vocational programmes.
- **Staff Diversity:** Ensure recruitment practices attract a wide range of applicants reflective of our community.
- **Accessibility:** Improve physical and digital accessibility for all learners.
- **Curriculum Representation:** Embed equality, diversity and inclusion themes across all subject areas.

9.2. Progress will be reported annually in the Director's report, and be monitored by the by the trustees.

Approved by: _____ (Director)

Date: _____