



# Academy XP

## Equality & Diversity Policy

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| <b>Author</b>           | Proprietor         |
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## **1. Policy Statement**

Academy XP is committed to promoting equality, diversity, and inclusion in all aspects of its work. We aim to create a safe, respectful, and inclusive environment in which every learner, staff member, and stakeholder is valued and supported to achieve their full potential.

We operate in accordance with the Equality Act 2010 and recognise the duties placed on public bodies under Section 149 (Public Sector Equality Duty). Although Academy XP is an independent provider, we actively support commissioning bodies in meeting their statutory equality obligations.

We will not tolerate discrimination, harassment, victimisation, or prejudice of any kind.

## **2. Scope**

This policy applies to:

- All pupils and learners
- Staff (employed and contracted)
- Volunteers and associates
- Parents/carers
- Commissioners and partner organisations

It applies to all Academy XP activities, including online provision, mission delivery, mentoring, recruitment, and partnership working.

## **3. Legal Framework**

This policy is informed by:

- Equality Act 2010
- Public Sector Equality Duty (s.149)
- Children and Families Act 2014
- SEND Code of Practice
- Keeping Children Safe in Education (KCSIE)

The protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## **4. Our Commitments**

Academy XP is committed to:

### **4.1 Eliminating Discrimination**

We will:

- Prevent discrimination, harassment, and victimisation.
- Address discriminatory behaviour immediately and proportionately.
- Record and manage concerns through safeguarding systems where appropriate.
- Maintain fair recruitment and safer recruitment practices.

### **4.2 Advancing Equality of Opportunity**

We will:

- Identify and remove barriers to participation and achievement.
- Make reasonable adjustments for learners with disabilities or SEND.
- Review EHCPs and support plans during onboarding.
- Provide differentiated and scaffolded learning opportunities.
- Monitor outcomes to identify and address disparities.

### **4.3 Fostering Good Relations**

We will:

- Promote respect, empathy, and collaboration through mission-based learning.
- Challenge stereotypes and discriminatory language.
- Create opportunities for positive interaction and teamwork.
- Maintain a trauma-informed, inclusive learning culture.

## **5. Inclusive Practice in Learning**

Academy XP delivers personalised mission-based programmes designed to support learners with SEMH needs, SEND, or disrupted educational experiences.

Inclusive practice includes:

- Flexible delivery models.
- Individual learning pathways.
- Structured support for emotional regulation and resilience.
- Clear behavioural expectations under the Acceptable Use Policy.
- Safe and moderated online environments.

We recognise that equality includes equitable access, not identical provision.

## **6. Safeguarding and Equality**

Equality and safeguarding are closely linked. Discriminatory incidents may also constitute safeguarding concerns.

All staff:

- Receive safeguarding and equality training.
- Must report concerns in line with safeguarding procedures.
- Must challenge discriminatory behaviour.

The Designated Safeguarding Lead oversees the recording and management of equality-related concerns where relevant.

## **7. Reasonable Adjustments**

Academy XP will make reasonable adjustments to ensure learners with disabilities or additional needs are not disadvantaged.

This may include:

- Adjustments to delivery format.
- Modified tasks or pacing.
- Assistive technology where appropriate.
- Flexible scheduling arrangements.

Adjustments are reviewed regularly in partnership with parents/carers and commissioners.

## **8. Recruitment and Employment**

Academy XP is committed to fair and equitable recruitment practices.

We will:

- Recruit based on merit and suitability.
- Avoid discriminatory selection processes.
- Provide equal access to training and professional development.
- Promote a respectful and inclusive working environment.

## **9. Roles and Responsibilities**

### **Proprietor**

- Overall accountability for equality compliance.
- Ensures policy review and implementation.
- Designated Safeguarding Lead
- Oversees equality-related safeguarding concerns.

### **Staff**

- Uphold equality principles in practice.
- Challenge discriminatory behaviour.
- Follow reporting procedures.

## **Learners**

- Are expected to treat others with respect and comply with behaviour and acceptable use expectations.

## **10. Monitoring and Review**

Academy XP will:

- Review this policy annually.
- Monitor learner engagement and outcomes for equality trends.
- Review complaints and safeguarding data.
- Update policy in response to legislative or operational changes.

## **11. Complaints**

Any concerns regarding discrimination or inequality can be raised:

- Directly with Academy XP leadership.
- Through safeguarding reporting procedures.
- Via the formal complaints process.

Complaints will be handled promptly, fairly, and confidentially.

## **12. Policy Review**

This policy will be reviewed annually or sooner if required due to legislative updates or operational change.

## **Equality Commitment Statement**

Academy XP is committed to creating an inclusive, respectful, and supportive environment where diversity is valued and all learners are empowered to succeed.

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