EQUALITY, DIVERSITY AND INCLUSION

V4 SEPTEMBER 2026

Author	Training and Quality Manager
Review Date	August 2027

Tilford House, Tilford Business Park, Weydon Lane, Farnham, Surrey. GU9 8QT
t. 01252 514999 **e.** info@overworld-amp.uk **w.** www.overworld-amp.uk

Version 2 Sep 24	Minor formatting and wording changes
Version 3 Sep 25	Added - Scope and Legal Framework and Guidance, including linked internal policies. Strengthened safeguarding links, added equitable access, misinformation prevention, BrightHR induction training, and community engagement. Expanded SLT duties (MyConcern recording, data monitoring, digital accessibility), added periodic training refreshers, curriculum diversity focus.
Version 4 Sep 26	Format change only.

Contents

1. INTRODUCTION 3
2. SCOPE 4
3. LEGAL FRAMEWORK AND GUIDANCE 4
4. ROLES AND RESPONSIBILITIES 4
5. THE PROVISION'S COMMITMENTS 5
6. DISABILITY 6
7. RACE EQUALITY 7
8. TACKLING DISCRIMINATION 7
9. MONITORING AND REVIEW 8

1. INTRODUCTION

Overworld AMP Limited (the 'Provision') complies with the Equality Act 2010, which provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act says people should not be treated differently or unfairly because of the following 'protected characteristics': Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; Race, including colour, nationality, ethnic or national origin; religion or belief; Sex; sexual orientation.

In its actions and when making decisions, developing policies and reviewing practice, we will consider the need to: stop unlawful discrimination; improve equality of opportunity; encourage good relationships between those with protected characteristic and those without.

2. SCOPE

This policy applies to:

- All employees, agency staff, volunteers, and contractors engaged by The Provision.
- All young people in our care, including prospective referrals and former learners.
- Visitors, partner agencies, and any individuals accessing the Provision or services.

It covers all aspects of Provision al practice, including (but not limited to):

- Admissions, referrals, and placement decisions.
- Curriculum design, teaching, assessment, and enrichment activities.
- Safeguarding and pastoral support.
- Recruitment, induction, training, promotion, and performance management of staff.
- Communication, marketing, and community engagement.
- The physical and digital learning environment.

This policy applies in all settings and activities where The Provision is responsible for the care, supervision, or safety of young people or staff, including off-site visits, online learning, and remote communication.

3. LEGAL FRAMEWORK AND GUIDANCE

This policy is informed by and compliant with the following legislation, statutory guidance, and standards:

- Equality Act 2010
- Human Rights Act 1998.
- Children Act 1989 and Children Act 2004.
- Education Act 1996 and Education and Inspections Act 2006.
- Special Educational Needs and Disability (SEND) Code of Practice 2015.
- Data Protection Act 2018 and the UK GDPR.
- Keeping Children Safe in Education (KCSIE) 2026.
- Working Together to Safeguard Children 2026.
- Prevent Duty Guidance.
- Relationships, Sex and Health Education (RSHE) statutory guidance.

This policy should be read in conjunction with all Provision policies in particular Safeguarding, *Young Person Protection, Online Safety, Positive Interactions* and *Tackling Bullying*.

4. ROLES AND RESPONSIBILITIES

4.1 Executive Team and Senior Leadership Team

- Ensure the Provision is fully inclusive and responsive to the needs of young people based on all protected characteristics.

- Ensure all EDI and safeguarding responsibilities are integrated, with prejudice-based behaviours treated as safeguarding concerns (MyConcern) where appropriate.
- Maintain and review EDI-related data, including incidents and outcomes, using this to inform practice.
- Ensure all staff complete the BrightHR "Equality, Diversity & Inclusion Awareness" training at induction and periodic refreshers; maintain central training records.
- Ensure that resources, facilities, and digital platforms are accessible to all, with reasonable adjustments made as required.
- Promote partnership with parents, carers, and community stakeholders to advance equality and foster inclusion.
- Oversee equality impact assessments for all policies, documents, and Provision al decisions.
- Promote digital inclusion by ensuring all learners have equitable access to safe, secure, and accessible technology, and by educating staff and young people on recognising and responding to misinformation, online prejudice, and harassment.

4.2 Staff Involved in Designing, Assessing, and Quality Assuring Education

- Embed EDI principles into curriculum design, assessment materials, and quality assurance processes.
- Ensure learning resources and assessments are accessible to all learners, including those with SEND or other additional needs.
- Promote diversity in curriculum content and challenge stereotypes.

4.3 All Staff and Volunteers

- Model inclusive behaviours and uphold the principles of this policy in all interactions with young people, colleagues, and visitors.
- Treat all incidents of unfair treatment, bullying, discrimination, or harassment with due seriousness and escalate them in line with safeguarding procedures.
- Complete mandatory EDI training and refresher courses as required.
- Actively contribute to creating an inclusive, safe, and respectful environment both on-site and online.
- Engage with parents, carers, and the community to promote understanding and celebration of diversity.

5. THE PROVISION'S COMMITMENTS

5.1 To the Individuals in Our Care

- All young people referred to the Provision will be placed in accordance with our ability to meet their needs; no young person shall be denied admission on the grounds of race, colour, ethnic or national origin, sexual orientation, religion, disability, or family background.
- We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all
- We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach, and visit here.
- We are committed to providing a safe and secure environment where all feel able to access our facilities
- Actively seek and respond to the views of young people on matters relating to equality, diversity, and inclusion, including through surveys and focus groups.
- We believe every young person should be able to participate in all activities provided in an enjoyable and safe environment and be protected from harm.

- We recognise our responsibility to safeguard all who access our facilities and promote the welfare of all young people by protecting them from physical, sexual, and emotional abuse, neglect, and bullying.

5.2 To its Staff and Volunteers

The Provision is committed to a policy of equal opportunities of employment. Our aim is to ensure that no employee or job applicant receives less favourable treatment because of race, colour, ethnic or national origins, sex, marital status, age, religion, or disability or is disadvantaged by conditions and requirements which cannot be justified.

- All staff have equality of opportunity regarding support, mentoring, training, and career progression
- All staff are expected to work within this Policy. Appropriate support will be put in place or, if necessary, disciplinary action taken in the event of a breach
- The diversity within the staff population is recognised, valued, and celebrated and as far as possible, utilised positively to the benefit of that individual
- Staff will be expected to behave as role models for young people and to always reflect the aims and expectations of this policy
- Reasonable adjustments will be made where necessary to enable staff to carry out their role
- The procedures for selection promotion and training will be kept under review to ensure that individuals are considered solely based on merit, ability, and the prevailing needs of the Provision

5.3 In General

- Ensure that resources are utilised fairly for the equal benefit of all
- Make all reasonable and permissible adjustments to the fabric of the building and surrounding grounds to ensure a safe and accessible access for all
- Actively challenge all discrimination (racist, sexist, homophobic or otherwise), harassment or bullying
- Recognise its role within the community of the young people and their families and within the wider community to present a positive image, recognising abilities and achievements and celebrating diversity
- Work to ensure that its processes and materials are accessible and informed by a commitment to equality and diversity

6. DISABILITY

The Equalities Act 2010 states: A person (P) has a disability if-

a) P has a physical or mental impairment, and
b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-today activities.

Under our specific duty we will:

- Provide a warm, bright, friendly, and welcoming environment for all
- Create an environment which is considerate to the health and safety of all
- Provide adaptations designed to ensure equality of access
- Ensure young people are supported, planned for, and able to reach their full potential

We are committed to offering potential and existing employees with a hidden and/or physical disability equal opportunities by

- Interviewing applicants with disability, who meet the minimum criteria for a vacancy and consider them on their abilities

- Regularly check in with employees as to how the Provision can make sure they develop their potential and use their abilities
- Make every effort to retain employees if they become disabled
- Ensure all employees develop the appropriate level of disability awareness needed to fulfil these commitments

7. RACE EQUALITY

We recognise that hate incidents or prejudice-based bullying behaviour is driven by negative assumptions, stereotypes, or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism.

Under our specific Race Equality duty, we will:

- Continue to take action to prevent, challenge and eliminate any prejudice-based bullying behaviour using external agencies, e.g., Stand Against Racism Incidents (SARI);
- Facilitate any questions and discussions the young people in our care have in relation to exploring diversity and celebrating difference;
- Record all hate incidents and prejudice-based bullying, identifying trends and patterns to inform appropriate responses in terms of support for victims and their families and sanction, support and educate those who perpetrate such behaviour;
- Assess and monitor the impact of our policies, upon young people staff and families towards raising the achievement of minority ethnic groups;
- Comply with the Local Authorities reporting procedures

8. TACKLING DISCRIMINATION

Harassment of any kind is not tolerated within the Provision.

All staff must be aware of the types of harassment that may occur:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation, or gender;
- Use of derogatory names, insults, and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into the Provision;
- Verbal abuse and threats;
- Incitement of others to discriminate due to race, disability, gender, or sexual orientation;
- Discriminatory comments during discussion;
- Attempts to recruit others to discriminatory Provision and groups;
- Ridicule of an individual for difference e.g., food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability, or sexual orientation.

All staff are expected to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a young person's individual circumstances

All staff are expected to make clear to young people that they can report incidents to any member of staff

If a member of staff does not feel able to challenge the harassment, they must seek support by the Directors, the Designated Safeguarding Lead or the Deputy Designated Safeguarding Leads.

9. MONITORING AND REVIEW

The Senior Leadership Team will monitor the implementation and impact of this policy through:

- Regular review of incident records, MyConcern reports, and other safeguarding data relating to equality and diversity.
- Analysis of participation, progress, and attainment data to identify and address disparities between groups.
- Gathering feedback from young people, parents/carers, staff, and stakeholders to inform ongoing improvement.

This policy will be formally reviewed annually, or earlier if required by changes in legislation or guidance.