



LEARNER EQUALITY & DIVERSITY POLICY

(2024-2025)

AIM

The aim of Green Labyrinth Study Programmes is to provide excellent education in a safe and supportive learning environment for learners to become independent and work-ready. This Learner Equality & Diversity Policy helps underpin the aim of Green Labyrinth.

PRINCIPLES

Green Labyrinth serves the community in Swindon and Wiltshire, catering to young people of all abilities aged 16-19 (if their 19th birthday falls after 31st August prior to starting the academic year) and 19+ learners requiring specialist provision with an Education & Health Care Plan.

PURPOSES

Green Labyrinth recognises that many people in our society experience discrimination or lack of opportunity for a variety of reasons. These include race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level, or criminal record.

This policy outlines Green Labyrinth's commitment to respecting the identity, rights, and values of each individual and opposing all direct and indirect discrimination within the organisation. We believe everyone is entitled to a learning environment that promotes dignity and respect.

This policy is underpinned by the following values, principles, and standards:

- Actively challenge stereotypes, prejudiced attitudes, and unfair discriminatory behaviour.
- Commitment to inclusive education which enables and supports all learners to develop their full potential.
- Commitment to the positive development of all staff.
- Accountability for compliance with this policy by all employees and others engaged in company business or activities.

LEGAL STATEMENT

As a training provider, we welcome our duties under the Equality Act 2010. The general duties are to:

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- Eliminate discrimination.
- Advance equality of opportunity.
- Foster good relations.

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- Age (for employees).
- Marriage and Civil Partnership (for employees).
- Disability.
- Ethnicity.
- Gender.
- Gender reassignment.
- Maternity and pregnancy.
- Religion and belief.
- Sexual identity.

We will not publish or distribute any information that can specifically identify any individual child or adult. To do this, we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as an organisation, including:

- Admissions.
- Attendance.
- Attainment.
- Exclusions.
- Prejudice-related incidents.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

GUIDELINES

General Guidelines

Green Labyrinth endeavours to:

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• Deliver equality of opportunity and be aware diversity throughout organisational policies, procedures, and practice, and develop an ethos that respects and values all people.

- Challenge discrimination and lack of opportunity and encourage other organisations and individuals to do the same.
- Create a culture that respects and values individual differences.
- Eliminate all forms of unfair discrimination, bullying, harassment, or other oppressive behaviour. No form of intimidation, bullying, or harassment will be tolerated.
- Take positive action to provide encouragement and support to individuals and groups whose progress may have been limited by stereotyping and cultural expectations, and to prepare learners for life in a diverse society.
- Ensure all employees, volunteers, learners, and collaborative partners are aware of and encouraged to support the objectives of this policy.
- Promote good relations amongst people within the organisation's community and the wider communities within which we work.
- Do our best, within available resources, to remove barriers that limit or discourage access to Green Labyrinth's provision and activities.
- Evaluate the impact of the equality and diversity strategy and action.
- The management team is responsible for ensuring that Green Labyrinth implements and follows its equality and diversity policies and codes of practice and meets its legal responsibilities

In-House

Responsibility

The Operations Director alongside Study Programme management are responsible for ensuring:

- Promotion of equality and diversity inside and outside the organisation.
- Policies and procedures are in place to comply with all applicable legislation.
- Green Labyrinth implements its equality and diversity policy.
- All staff and learners know their responsibilities and receive the necessary support and training.
- Relevant procedures and actions are followed in cases of unfair discrimination, harassment, or bullying.
- An annual review of this policy.

Green Labyrinth Study Programme Team

Employees and Volunteers are responsible for:

- Co-operating with Green Labyrinth to ensure that this policy is effective in ensuring equal opportunities and preventing discrimination.

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- Promoting equality of opportunity and avoiding unfair discrimination.
- Advising learners of additional support/equipment/assistance which can be provided and how to access this.
- Advising learners on how to report any incidents of prejudice.
- Challenging, reporting, and analysing any incidents of unfair discrimination, racial, sexual, or other stereotyping perpetrated by staff, volunteers, and/or learners.
- Keeping up-to-date with equality law and participating in equality and diversity training.
- Employees should also bear in mind that they can be held personally liable for any act of unlawful discrimination.
- Be aware that serious breaches of the equal opportunities policy will be treated as potential gross misconduct and could render the employee liable to dismissal.

Green Labyrinth learners

Learners are responsible for:

- Participating in equal opportunity and diversity training as part of their induction, British Values & tutorials.
- Respecting others in their language and actions.
- Reporting instances of unfair discrimination, or racial, sexual, or other stereotyping.
- Understanding this policy and its link to Safeguarding & Behaviour.
- Understanding that breaching this policy may lead to losing their place at Green Labyrinth and may be reported to the police in extreme circumstances.

REFERENCES

Further information on the Equality Act can be found at:

- Equality Act 2010
- Education and Inspections Act 2006

Please refer to the following relevant policies:

- Admissions Policy SP3
- Behaviour Policy SP4
- Safeguarding Policy Q5
- SEN Policy SP5
- Accessibility Policy SP5.1
- Data Protection Policy SP15

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