

Equality, Diversity and Inclusion Policy

1. Introduction

Learn With Confidence (LwC) is committed to providing a **positive learning experience in a nurturing and safe environment** for students who, for various reasons, struggle in traditional school settings or have opted out of mainstream education. Our aim is to deliver a high-quality education that is **inclusive, equitable, and accessible to all students**, particularly those with **Special Educational Needs (SEN)** and **Social, Emotional, and Mental Health (SEMH) challenges**. We believe that every student has the right to a supportive educational experience that empowers them to achieve their full potential.

2. Legal Framework

This policy is underpinned by key legislation and guidance, including:

- **Alternative Provision Statutory Guidance (2013)**
- **Keeping Children Safe in Education (KCSIE) 2024**
- **Working Together to Safeguard Children (2018)**
- **SEND Code of Practice (2014)**
- **SEND Regulations (2014)**
- **Children and Families Act (2014)**
- **Children's Act (1989 and 2004)**
- **Education Act (2011)**
- **Mental Capacity Act (2005)**
- **Equality Act (2010)**
- **General Data Protection Regulation (GDPR) 2018**
- **Promoting the Education of Looked After Children**
- **West Sussex County Council, East Sussex County Council, and Brighton & Hove's Inclusion, Equality, and Diversity Strategy**

LwC is committed to complying with all relevant legislation and guidance to ensure the safety, wellbeing, and equal access to education for all students.

3. Aims and Principles

LwC is dedicated to creating an inclusive educational environment that respects and values **diversity, promotes equality of opportunity**, and **eliminates discrimination**. We are committed to:

1. **Providing a nurturing and safe space for learning**, tailored to meet the individual needs of students, especially those with SEN and SEMH challenges.
2. **Ensuring that all students have equal access to learning opportunities**, regardless of race, gender, disability, sexual orientation, religion or belief, or socio-economic background.
3. **Working collaboratively with families and carers** to empower them to make informed decisions about their child's learning journey.

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4. **Placing the young person at the centre of all decision-making processes**, ensuring their voice is heard and respected.
5. **Supporting students to achieve their full potential** by fostering a love of learning, encouraging self-confidence, and preparing them for formal qualifications and life beyond education.

4. Scope and Responsibilities

This policy applies to all staff, students, parents/carers, and partners involved with LwC. It is the responsibility of the LwC leadership team to:

- **Implement and monitor** the EDI policy effectively.
- **Ensure all staff are trained** in relevant equality and diversity legislation, including **KCSIE 2023 with annual updates** and **Working Together to Safeguard Children (2018)**.
- **Promote a culture of inclusion** across the provision, with a focus on **positive behaviour support, trauma-informed practices, and restorative approaches**.
- **Review and update policies** regularly to reflect changes in legislation and best practices.

5. Commitment to Safeguarding and Child Protection

LwC prioritises the **safety and wellbeing** of all students. We comply with **KCSIE 2024** and **Working Together 2018** to ensure robust safeguarding procedures are in place. All staff undergo regular safeguarding training and are expected to adhere to the **safeguarding and child protection policies** to ensure that any concerns are promptly addressed.

6. Supporting Students with SEN and SEMH Needs

LwC recognises its legal duties under the **SEND Code of Practice 2014**, **SEND Regulations 2014**, and the **Children and Families Act 2014** to provide tailored support to students with special educational needs. We are committed to:

- Conducting **individual assessments** and creating **Personalised Learning Plans** for each student.
- Providing **reasonable adjustments** to ensure full access to the curriculum.
- Collaborating with external **health, social care, and education services** to meet the holistic needs of each student.
- **Encouraging family involvement** in the development of support plans.

7. Promoting Equality and Combating Discrimination

LwC is committed to fulfilling its duties under the **Equality Act 2010** to:

- **Eliminate unlawful discrimination**, harassment, and victimisation.
- **Advance equality of opportunity** between students who share a protected characteristic and those who do not.
- **Foster good relations** between different groups.
- We actively challenge all forms of **prejudice and discrimination** and have zero tolerance for any behaviour that undermines our commitment to equality and inclusion.

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8. Student Voice and Empowerment

LwC values the **views and experiences** of its students and encourages them to participate in decisions that affect their learning. We achieve this by:

- Providing **opportunities for students to express their opinions** through regular **student voice activities** and surveys.
- Ensuring that students understand their **rights under the Children's Act (1989 and 2004) and Mental Capacity Act 2005**.
- Supporting students to **develop self-advocacy skills** to make informed choices about their education.

9. Privacy and Data Protection

LwC is committed to complying with the **GDPR 2018** to protect the personal data of all students and staff. We ensure:

- **Secure handling and storage** of personal data.
- **Transparency** in how personal data is collected and used.
- That **data is processed lawfully** and for legitimate educational purposes only.

10. Promoting the Education of Looked After Children

LwC recognises the unique challenges faced by **Looked After Children (LAC)** and is committed to providing additional support in line with statutory guidance on **Promoting the Education of Looked After Children**. This includes:

- **Designated staff trained in supporting LAC**, ensuring their individual needs are met.
- Collaborating with **social workers, carers, and other professionals** to create a supportive learning environment.

11. Monitoring and Evaluation

LwC will:

- Regularly **review and update** the EDI policy to ensure compliance with current legislation and best practices.
- Conduct **equality impact assessments** on policies and practices to identify and mitigate any potential barriers.
- Use **feedback from students, parents/carers, and staff** to improve and develop our approach to equality, diversity, and inclusion.

12. Complaints and Concerns

LwC encourages **open communication** and seeks to resolve any concerns swiftly and fairly. Any complaints related to equality, diversity, or inclusion should be directed to the **Head of Provision (Kat Perry)** and will be handled according to our **Complaints Policy**.

Version Control			
Version No.	Date	Author	Notes
1.0	7 th October 2024	K Perry	Initial Draft
1.1	1.9.25	KP	