
The policy will be reviewed on an annual basis unless circumstances arise requiring the policy to be reviewed earlier.

Planned review: January 2026

Equality and Diversity Policy for Limitless Training Club Alternative Provision

Introduction

LTC is committed to fostering an inclusive and equitable learning environment for all students, staff, and stakeholders. We believe that every individual, regardless of their background, identity, or personal circumstances, has the right to be treated with dignity and respect. This policy outlines our commitment to promoting equality, diversity, and inclusion within the school community, ensuring that all members are valued and supported to reach their full potential.

We recognise that inequality, discrimination, and exclusion can negatively impact students' learning, development, and well-being. As an alternative provision, we are dedicated to addressing these challenges by creating an environment where all individuals can thrive, irrespective of their race, gender, age, disability, religion, sexual orientation, or any other characteristic.

Aims of the Policy

- To promote equality of opportunity and eliminate discrimination across all aspects of school life.
- To foster an environment where diversity is celebrated, and all individuals are valued for their unique contributions.
- To provide support and reasonable adjustments to students and staff with additional needs to ensure equal access to education and participation.
- To raise awareness of equality and diversity issues and encourage a culture of respect, understanding, and inclusivity.
- To comply with relevant equality legislation and best practice guidelines, ensuring that we meet the needs of all our students and staff.

Key Principles of Equality and Diversity

1. Equality of Opportunity:

- We aim to provide all students with equal access to high-quality education, regardless of their background, identity, or personal circumstances.
- All staff, students, and stakeholders will be treated fairly, with respect, and given opportunities to succeed and participate fully in the school community.

1. Inclusive Practice:

- We are committed to creating an inclusive environment where all individuals, regardless of race, gender, disability, religion, sexual orientation, or any other characteristic, feel safe, supported, and valued.
- We will actively challenge and work to eliminate all forms of discrimination, harassment, and bullying within LTC.

1. Celebrating Diversity:

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- We celebrate the diversity of our students, staff, and the wider community. We aim to create an environment where differences are embraced and where everyone feels proud of who they are.
 - We will promote understanding and respect for cultural, religious, and individual differences, ensuring that everyone feels accepted.

1. Positive Behaviour and Language:

- We expect all members of the school community to use inclusive language and behaviour that reflects the values of equality and respect.
- We will promote a positive, supportive atmosphere where all individuals feel confident and able to express themselves without fear of prejudice or discrimination.

1. Responsiveness to Individual Needs:

- We are committed to meeting the diverse needs of our students and staff. This includes providing reasonable adjustments, support for students with special educational needs and disabilities (SEND), and accommodating individual cultural, religious, and personal requirements where possible.
- We will take a personalised approach to learning, recognising that each student's background, experiences, and needs are unique.

Legal Framework

This policy is in line with the Equality Act 2010, which protects individuals from discrimination, harassment, and victimisation on the basis of the following protected characteristics:

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

We are committed to complying with all relevant UK equality and diversity legislation and guidance, ensuring that our practices meet legal requirements and reflect best practices in promoting equality and inclusion.

Responsibilities and Accountability

1. Limitless Training Club:

- LTC has overall responsibility for ensuring that this policy is implemented and that equality and diversity are promoted across the school.
- The company director will monitor the effectiveness of this policy, review its impact, and ensure that any issues related to inequality or discrimination are addressed promptly.
- The company director, supported by Associate teacher will take the lead in promoting equality and diversity across the curriculum, teaching practices, student welfare, and staff management.

1. Safeguarding Team:

- The Safeguarding Team are responsible for ensuring that the principles of equality and diversity are embedded in the school's culture, practices, and policies.

2. Staff:

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- All staff members are expected to actively contribute to the implementation of this policy by adhering to the school's equality and diversity practices, promoting inclusivity, and challenging discriminatory behaviour.
 - Staff will be trained to recognise and address issues related to inequality and diversity and will work to ensure that every student is supported to reach their potential.

3. Students:

- Students are expected to engage with this policy by respecting the rights and dignity of others, participating in activities that promote equality and diversity, and reporting any incidents of discrimination, bullying, or exclusion.
- LTC will provide opportunities for students to develop an understanding of equality, diversity, and inclusion through the curriculum.

1. Parents and Carers:

- We encourage parents and carers to work in partnership with LTC to support the values of equality and diversity, ensuring that the school community remains inclusive and respectful.
- Parents and carers are encouraged to raise any concerns they have regarding equality or diversity, and these will be taken seriously and addressed appropriately.

Strategies for Promoting Equality and Diversity

1. Curriculum and Teaching:

- The programmes of study will reflect the diverse backgrounds, cultures, and experiences of our students, ensuring that all students can relate to and feel represented by the materials they are learning.
- Staff will be trained to use inclusive teaching strategies and resources that reflect the diversity of the school community, promoting awareness of different cultures, religions, and experiences.
- We will ensure that students have equal access to all subjects, activities, and opportunities, including extracurricular and enrichment activities.

1. Anti-Discrimination and Anti-Bullying:

- The school will have clear policies and procedures in place to prevent and address all forms of bullying, harassment, and discrimination. This includes racism, sexism, homophobia, ableism, and any other form of prejudice.
- We will provide training for staff and students on how to recognise and challenge discriminatory behaviour and how to report incidents of bullying or harassment.

1. Support for Vulnerable Students:

- We will provide targeted support for vulnerable students, including those with SEND, those who are from disadvantaged backgrounds, and those who may be at risk of exclusion.
- We will make reasonable adjustments to ensure that all students can access the curriculum and school activities, including providing additional support where needed.

1. Staff Training and Development:

- Staff will receive regular training on equality, diversity, and inclusion to ensure they are equipped with the knowledge and skills to support a diverse student body.
- This training will include topics such as unconscious bias, inclusive teaching strategies, and how to address and prevent discrimination in the classroom.

1. Monitoring and Evaluation:

- We will regularly monitor the effectiveness of our equality and diversity practices through data collection, feedback from students, staff, and parents, and regular reviews of policies and

procedures.

- o We will use this information to inform future planning and ensure that any barriers to equality and inclusion are addressed.

Complaint Resolution

Any individual who feels they have been treated unfairly or discriminated against should follow the school's complaints procedure. Complaints related to equality and diversity issues will be investigated thoroughly and resolved promptly, with appropriate action taken if necessary.

Conclusion

At LTC, we are committed to creating a safe, supportive, and inclusive environment where every individual is treated with dignity and respect. By promoting equality and diversity, we aim to prepare our students for success in a diverse and interconnected world, ensuring they develop the skills, understanding, and confidence to thrive in all aspects of life.

This policy will be reviewed regularly to ensure it continues to meet the needs of our school community and complies with relevant legislation



Signed:

Company Director: Dwayne Paul