

Pathway Schools Ltd

Equal Opportunities Policy

1. Statement of intent

Pathway Schools Ltd is committed to promoting equality of opportunity for all students, staff, parents, carers, and stakeholders. We actively oppose all forms of discrimination and foster an inclusive environment that respects and values individual differences. We believe that all members of our school community should be treated fairly, with dignity, and with respect, regardless of their protected characteristics or personal circumstances.

Date policy last reviewed: June 25

Date for next review: June 26

2. Aims and Objectives

- To promote equality of opportunity across all aspects of school life.
- To eliminate unlawful discrimination, harassment, and victimisation.
- To foster positive relationships between individuals with protected characteristics and those without.
- To ensure that the curriculum, teaching strategies, and school environment are accessible and inclusive to all learners, particularly those with special educational needs or disabilities (SEND).
- To meet the needs of all children, taking account of differences including gender, ethnicity, culture, religion, language, disability, and social circumstances.

3. Legal Framework

This policy is written in accordance with:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (2015)
- The Human Rights Act 1998
- The UN Convention on the Rights of the Child

4. Scope of the Policy

This policy applies to:

- Students
- Staff (teaching and support)
- Parents and carers
- Governors/Directors
- Visitors and external agencies

5. Equal Opportunities in Practice

• a. Admissions

Admissions to the school are inclusive and non-discriminatory. Students with SEN are admitted based on their needs and in line with the school's capacity to meet those needs with appropriate support.

• b. Curriculum Access

We provide a broad, balanced, and differentiated curriculum that reflects and respects the diversity of our school community. Lessons are adapted to meet individual learning styles, communication needs, and cognitive abilities.

• c. Staff Recruitment and Development

Staff are recruited based on merit and the ability to fulfil the role requirements. We ensure no candidate or employee is treated less favourably due to a protected characteristic. Staff

have access to professional development and training opportunities in line with the school's equality and inclusion values.

- d. Reasonable Adjustments

We will make reasonable adjustments to ensure individuals with disabilities or SEN are not disadvantaged in accessing education, employment, or the school environment.

- e. Behaviour and Anti-Bullying

The school takes a proactive approach to prevent discrimination, harassment, and bullying. Our Behaviour and Anti-Bullying Policies reflect the principles of respect, tolerance, and inclusion.

6. Protected Characteristics

We do not discriminate based on:

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

7. Monitoring and Evaluation

The implementation of this policy is monitored regularly through:

- Student progress and attainment data
- Staff recruitment and retention statistics
- Incident logs (e.g., bullying or discriminatory behaviour)
- Feedback from parents, staff, and students
- Review of reasonable adjustments and PEEPs

The policy is reviewed annually by the Senior Leadership Team and Directors.

8. Roles and Responsibilities

- Governing Body: Ensures compliance with equality legislation.
- Headteacher: Implements and promotes the policy across the school.
- Staff: Uphold and model the values of equality and inclusion.
- Students: Encouraged to respect others and understand equality.
- Parents/Carers: Expected to support the school's commitment to equal opportunities.

9. Complaints Procedure

Complaints regarding discrimination, inequality, or unfair treatment should be raised in line with the school's Complaints Policy. All concerns will be treated seriously, investigated promptly, and responded to appropriately.

10. Policy Review

This policy will be reviewed every 12 months or sooner if legislation or school procedures change.