



PASTways

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Signed: *Patricia Boon*

Equality, Diversity and Disability Policy

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Purpose

The primary objective of this policy is to reaffirm PASTways' strong commitment to promoting equality and embracing diversity as both an employer and an educational institution. Additionally, it details the organisation's comprehensive fair employment procedures and strict monitoring processes that the organisation is dedicated to implementing to maintain these fundamental values.

PASTways recognises that some children and young people may be more vulnerable to discrimination, bullying, exploitation, abuse, or social exclusion because of protected characteristics, disability, SEND, or family circumstances. Staff will actively identify and challenge discriminatory behaviour and ensure all learners feel safe, respected, and included.

Scope

This policy applies to all employees, potential employees, volunteers, contracted staff, university students, and members of our management team. Additionally, the following related policies are to be noted:

- Disciplinary Policy
- Grievance Policy
- Bullying and Harassment Policy
- Recruitment and Selection Policy (including Safer Recruitment)
- Staff Dress Code

Legislation

This policy is based upon:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (2015)
- Human Rights Act 1998
- Keeping Children Safe in Education (latest edition)
- Working Together to Safeguard Children (latest edition)

Protected Characteristics

Under the Equality Act 2010, PASTways is committed to protecting individuals from discrimination, harassment, or victimisation based upon protected characteristics, including:

- age
- disability
- gender reassignment

- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Discrimination

PASTways operates a zero-tolerance approach towards:

- discrimination;
- harassment;
- victimisation;
- hate incidents;
- racist abuse;
- disability discrimination;
- ableism;
- sexism;
- homophobia;
- biphobia;
- transphobia;
- religious intolerance;
- online prejudice.

All incidents will be recorded, investigated and addressed through the Behaviour, Relationships and Attitudes Policy and Safeguarding Policy where appropriate.

Roles and Responsibilities

Managing Director

Responsible for:

- ensuring compliance with equality legislation;
- promoting an inclusive culture;
- monitoring equality objectives;
- responding to discrimination;
- ensuring reasonable adjustments are implemented.

Staff

Must:

- model inclusive practice;
- challenge discrimination;
- report prejudice incidents;
- support reasonable adjustments;
- promote equality through teaching and relationships.

Learners

Are expected to:

- respect differences;
- challenge bullying;
- report discrimination;
- contribute to an inclusive environment.

Commitment

Valuing Diversity

PASTways is committed to fostering a diverse workforce that mirrors the communities it serves while recognising and valuing the contributions of staff from a wide array of backgrounds. The organisation actively endeavours to cultivate an environment free from discrimination and harassment, thereby promoting an atmosphere in which all employees and students are empowered to realise their full potential.

Our policy dictates the promotion of equality for individuals, regardless of age, disability, pregnancy and maternity, sexual orientation, race (including nationality, ethnic or national origin), gender (including gender reassignment), marital status (including civil partnership), domestic circumstances, carer responsibilities, religion or belief, and trade union membership.

Equality and Diversity and Disability Commitment

At PASTways we believe every individual has the right to be treated with dignity, respect and fairness.

We are committed to creating an inclusive environment where diversity is celebrated and everyone is able to participate fully regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, marriage or civil partnership.

We recognise that equality does not always mean treating everyone the same. Some individuals require reasonable adjustments and additional support to enable them to access education, employment and services on an equal basis with others.

We are committed to removing barriers to participation and promoting a culture where difference is respected, celebrated and valued.

Special Educational Needs, Disability & Neurodiversity

PASTways recognises that many learners attending the provision have Special Educational Needs and Disabilities (SEND), Social, Emotional and Mental Health (SEMH) needs or neurodiverse profiles including autism, ADHD, dyslexia, dyspraxia and speech, language and communication needs. We are committed to ensuring that all learners can access education, participate fully in provision life and achieve positive outcomes through inclusive practice and reasonable adjustments.

Accessibility

PASTways is committed to improving accessibility by:

- identifying barriers to participation;
- reviewing resources and learning environments;
- consulting with pupils and families;
- making reasonable adjustments;
- reviewing accessibility through annual policy reviews.

Equality Commitment

Recruitment & Selection

Recruitment will follow the Recruitment and Selection Policy of PASTways, ensuring the fair appointment of the most suitable candidate. Advertisements will be based on objective, job-related criteria. The successful candidate will be selected based on their merits and abilities. Applicants are required to complete a Diversity, Equality, and Inclusion form as part of their application, which will be used solely for monitoring purposes and will not influence the selection process. Our recruitment and selection practices comply with all relevant employment law legislation and will be reviewed as necessary to ensure compliance with any future legislative changes.

Right to Work checks

To comply with the provisions of the Nationality and Immigration Act 2006, we will ensure that all staff are eligible to work in the United Kingdom. Successful candidates will be asked to produce original and specified documents(s) before a confirmed offer of employment is provided.

The Safeguarding Vulnerable Groups Act 2006

We will ensure safe recruitment practices are followed to safeguard and protect the welfare of all the students in our care. As such, all employees, volunteers, and University Students must provide relevant information for the settings safeguarding register to confirm their suitability to work with children.

Discrimination, Harassment and Prejudice-Based Incident

PASTways adopts a zero-tolerance approach to discrimination, bullying, harassment, victimisation, hate-related incidents, racist language, homophobia, transphobia, sexism, ableism, or any behaviour that undermines equality and dignity.

Conditions of Service

PASTways terms and conditions of employment will be monitored to ensure consistency with the equality and diversity statement.

Human Resource Policies and Procedures

Human Resources policies and procedures will be reviewed regularly to improve, amend, or adapt current practices to promote equal opportunities at the setting. Human Resources Policies will be applied consistently and fairly to all staff.

In addition, PASTways employees have access to a range of policies that support and encourage workplace flexibility and diversity.

Curriculum and Learning

PASTways will promote equality, diversity, and respect through the curriculum, PSHE, relationships education, assemblies, discussion, enrichment activities, and daily practice. Learners will be encouraged to value difference, challenge stereotypes, and respect others.

Staff Training and Development

All employees will have access to development opportunities and training within the setting. New employees will receive an induction pack referencing PASTways Equality, Diversity and Disability Policy upon commencement. Staff will receive regular training relating to equality, diversity, unconscious bias, safeguarding vulnerabilities, inclusion, and professional responsibilities.

Disability Inclusion and Reasonable Adjustments

PASTways recognises its legal duty under the Equality Act 2010 to make reasonable adjustments for disabled pupils, staff and visitors.

Reasonable adjustments may include:

- adapting teaching approaches;
- modifying learning resources;
- providing assistive technology;
- adapting the physical environment where practicable;
- adjusting behaviour support strategies;
- allowing additional processing or movement breaks;
- adapting communication methods;
- reviewing policies and procedures to ensure accessibility.

Adjustments will always be considered on an individual basis following consultation with the individual, parents or carers where appropriate, and relevant professionals.

No disabled person will be treated less favourably because of their disability.

Implementation

The managing director are responsible for effectively implementing this policy at the school level. We expect all employees to adhere to this policy and contribute to creating an environment of equality.

To execute this policy, we will:

- Disseminate the policy to all staff through regular policy reviews or staff briefings.
- Ensure that the policy serves as a platform for addressing the issues outlined below.
- Strive, through suitable training, to prevent conscious or unconscious discrimination in selecting or recruiting applicants.

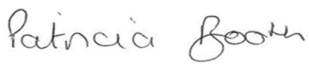
Monitoring & Review

The Managing Director will review this policy annually, or sooner where changes to legislation or statutory guidance require.

Equality data, complaints, incidents of discrimination, recruitment information and reasonable adjustments will be monitored to ensure the policy remains effective and continues to promote equality, diversity, inclusion and accessibility across PASTways.

Complaints

Any infractions of the policy must be promptly reported to PASTways manager as a primary course of action. Following the report, the manager will be responsible for conducting an exhaustive investigation or may opt to delegate this task to another designated staff member.

Signed..... 

Manager Dated ...01/09/2026