

Policy Reviewed:	September 2025
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Equal Opportunities and Diversity Policy

Contents

Section	Page number
1. Policy Statement	1/2
2. Staff	2
3. Students	2
4. Our commitment as an employer	2
5. Our commitment to our students	2
6. Equal opportunity policy statements	3/4
7. Monitoring	5
8. Reporting and escalation of concerns	5

1. Policy Statement

Plan B is committed to equality of opportunity and in following practices which are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances.

This policy covers all stakeholders of Plan B, including staff, students and visitors to ensure that they will not receive less favourable treatment on the grounds of:

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



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This policy also seeks to ensure that no person is victimised or subjected to any form of bullying or harassment.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our school as it seeks to develop the skills and abilities of both staff and students. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with staff, students and visitors have a responsibility to treat others with dignity and respect. Their personal commitment to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout Plan B.

2. Staff

All staff are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists. All staff, workers or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All staff will be helped and encouraged to develop their full potential and the talents and resources available will be fully utilised to maximise the efficiency of Plan B.

3. Students

All students are covered by this policy and it applies to all aspects of their school life. Specific areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists. All students will be treated fairly and with respect. All students will be helped and encouraged to develop their full potential and the talents and resources available will be fully utilised.

4. Our commitment as an employer

Plan B is committed to:

- Creating an environment in which individual differences and the contributions of our staff are recognised and valued;
- Every member of staff, worker or contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- Providing training, development and progression opportunities to all staff;
- Understanding equality in the workplace is good management practice and makes sound business sense;
- Reviewing all our employment practices and procedures to ensure fairness;
- Having clear procedures that enable our clients, candidates for jobs and staff to raise a grievance or make a complaint if they feel they have been unfairly treated;
- Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings.

5. Our commitment to our students

Plan B is committed to:

- Providing the same level of education and support to which all students are entitled to regardless of any protected characteristic listed above;
- Making sure education and support is delivered equally and meets the diverse needs of our students by assessing and meeting their diverse needs;
- We shall promote equality of opportunity for all boys and girls through our curriculum and our values and ethos.
- Fully supporting this policy by senior management;
- Having clear procedures that enable our students or parents to raise a grievance/make a complaint if they feel they



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have been unfairly treated;

- Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings.

6. Equal opportunity policy statements

6.1 Age

We will:

- Ensure that people of all ages are treated with respect and dignity;
- Ensure that people of working age are given equal access to our employment, training, development and promotion opportunities and;
- Challenge discriminatory assumptions about younger and older people.

6.2 Disability

We will:

- Provide any reasonable adjustments to ensure that anyone who requires additional support have access to Plan B and opportunities;
- Challenge discriminatory assumptions about disabled people and;
- Seek to continue to improve access to information by providing support as required.

6.3 Race

We will:

- Challenge racism wherever it occurs;
- Respond swiftly and sensitively to racist incidents carrying out an investigation and recording annually to the Local Authority (reporting process via CPOMS contains an option to tag an incident as racial); and
- Actively promote race equality in Plan B.

6.4 Gender

We will:

- Challenge discriminatory assumptions about gender;
- Take positive action to redress the negative effects of discrimination against males or females;
- Physical Education will be taught sometimes in single sex groups and sometimes in mixed groups;
- Use exemplar role models that cover both genders;
- Offer equal access for males and females to representation, employment, training and pay;
- Provide support to prevent discrimination against transsexual people.

6.5 Sexual orientation

We will:

- Ensure that we take account of the needs of lesbians, gay men and bisexuals;
- Promote positive images of lesbians, gay men and bisexuals and
- Challenge homophobia wherever it occurs.

6.6 Religion or belief

We will:

- Ensure that peoples' religion or beliefs and related observances are respected and accommodated wherever possible
- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.



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6.7 Pregnancy or maternity/paternity leave

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity;
- Challenge discriminatory assumptions about pregnancy or maternity and
- Ensure that no individual is disadvantaged by pregnancy or maternity and that we take into account their individual needs;
- Apply the above to paternity and shared parental leave as good employment practice.

6.8 Marriage or civil partnership

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- Challenge discriminatory assumptions about the marriage or civil partnership and
- Ensure that no individual is disadvantaged by marriage or civil partnership and that we take into account their individual needs.

6.9 Equal pay

We will:

- ensure that all staff, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.



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7. Monitoring

We shall promote equality and diversity through all aspects of Plan B's work

We shall monitor the attainment of differing groups of students (e.g. racial, gender, Looked After, SEND) to ensure that all achieve their potential.

8. Reporting and Escalation of Concerns

If any member of staff, student, parent, or visitor believes they have been subject to discrimination, harassment, victimisation or unfair treatment in breach of this policy, they are encouraged to raise the matter as soon as possible.

Within Plan B:

- In the first instance, concerns should be reported to the Designated Safeguarding Lead (DSL) or a member of the Senior Leadership Team.
- Staff may also contact the Office Manager or their line manager if the issue relates to employment.
- Students or parents can speak to the Principal, Office manager, or any trusted member of staff, who will ensure the concern is passed to the appropriate senior member of staff.
- If the complaint involves a staff member, the matter should be referred directly to the Principal or the Board of members

External escalation:

If an individual feels their concern has not been adequately addressed within Plan B, or if the issue involves a senior member of leadership, they may escalate their concern to the **Local Authority** in line with its equality and diversity or complaints policy. Click the link below for more details.

[Equality objectives and Zero Tolerance statement | About the Council | Hampshire County Council](#)

All complaints will be taken seriously, investigated promptly and sensitively, and handled in accordance with Plan B's grievance and complaints procedures.