

IMPACT ALTERNATIVE LEARNING EQUALITY, DIVERSITY & INCLUSION POLICY

Reviewed: April 2026
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Principal: Kate Willis (DSL)
Deputy DSL: Kirsty Lampkin

1. Statement of Intent

Impact Alternative Learning is committed to eliminating discrimination, advancing equality of opportunity, and fostering positive relationships across all areas of provision. We recognise that our learners often present with complex needs including SEND, SEMH, trauma, and social disadvantage. As such, equality at Impact means equity — ensuring each learner receives tailored, individualised support. Equality, diversity and inclusion are embedded across safeguarding, curriculum, behaviour, leadership and personal development.

2. Statutory Framework

This policy is written in line with: - Equality Act 2010 (Public Sector Equality Duty) - Keeping Children Safe in Education 2025 - Working Together to Safeguard Children 2023 - SEND Code of Practice (0–25) - Independent School Standards (Parts 1,2,3,5,8) - Human Rights Act 1998 - Education Act 2011 - Ofsted Education Inspection Framework

3. Protected Characteristics

Impact ensures no discrimination based on: Age, Disability, Gender reassignment, Marriage & civil partnership, Pregnancy & maternity, Race, Religion or belief, Sex, Sexual orientation.

4. Safeguarding & EDI Procedures

All discriminatory incidents are treated as safeguarding concerns. Procedure: 1. Immediate intervention by staff 2. Record on safeguarding system 3. DSL review and risk assessment 4. Parental communication where appropriate 5. Referral to external agencies if required Patterns of discrimination are monitored and escalated.

5. Curriculum Implementation

The curriculum: - Reflects diversity and inclusion - Challenges stereotypes - Is fully differentiated - Supports EHCP outcomes - Promotes British Values Vocational pathways ensure engagement and accessibility.

6. Behaviour & Inclusion Approach

Impact uses a trauma-informed model. Staff: - Consider underlying need - Avoid discriminatory sanctions - Use restorative approaches - Provide targeted support plans Data is analysed to ensure no group is disproportionately affected.

7. Equality Monitoring

Impact tracks: - Behaviour incidents by group - Attendance patterns - Progress and attainment - Safeguarding trends This ensures early identification of inequality and targeted intervention.

8. Staff Training

All staff receive: - Safeguarding training (KCSIE) - Equality & diversity training - SEND awareness - Behaviour and trauma-informed practice - Prevent duty awareness

9. Recruitment

Impact follows safer recruitment processes: - Equal opportunities approach - Non-discriminatory selection - Diverse candidate encouragement - Reasonable adjustments in recruitment

10. Accessibility

Impact makes reasonable adjustments where appropriate and maintains an Accessibility Plan. Due to the vocational and physical nature of provision, some physical needs may not be suitable — this is assessed at admissions stage.

11. Pupil Voice

Learners contribute through: - Daily mentoring - Feedback discussions - Individual support planning Their voice shapes provision and improvements.

12. Roles & Responsibilities

Principal (DSL): Overall responsibility Deputy DSL: Operational support Staff: Daily implementation Proprietor: Strategic oversight

13. Complaints Procedure

All discrimination concerns are: - Logged - Investigated - Responded to formally Complainants are protected from victimisation.

14. Local Authority Links

Impact works with: - Tameside Safeguarding Partnership - LADO - SEND teams - Social care - Youth Offending Teams

15. Linked Policies

Safeguarding, Behaviour, SEND, Anti-Bullying, Complaints, Recruitment, Accessibility