

Date of Issue: April 2025

Next Review Date: April 2027

Distribution: All staff and stakeholders

Owner: Senior Leadership Team

Policy Lead: Head of Education

Contents

1. Introduction
 2. Definitions
 3. Roles and Responsibilities
 4. Valuing Diversity and Education and Support
 5. Incidents of Discriminatory Treatment
 6. The Views of Learners, Parents, Carers, and Local Authorities
 7. Complaints and Grievances
 8. Monitoring and Evaluation
-

1. Introduction

Labyrinth Education is committed to eliminating unlawful discrimination and promoting equality for learners, staff, and all individuals accessing our services. We foster a positive and diverse culture where every individual is valued and supported to fulfil their potential—regardless of age, disability, race, religion or belief, sex, sexual orientation, gender identity, or background.

We acknowledge our obligations under the Equality Act 2010 and are fully committed to complying with its provisions. We oppose all forms of unlawful and unfair discrimination, harassment, and bullying.

Scope

This policy applies to all Labyrinth Education employees, agency colleagues, volunteers, and third-party contractors.

Compliance

All members of the Labyrinth Education community must comply with the Equality Act 2010. Any form of direct or indirect discrimination, harassment, or victimisation will not be tolerated and may result in disciplinary action.

All recruitment, selection, promotion, training, and development practices will be carried out in a fair and unbiased manner, focusing on merit and the ability to perform.

2. Definitions

Protected Characteristics: The Equality Act 2010 outlines nine protected characteristics:

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

Definitions of unlawful discrimination:

- *Direct discrimination:* when someone is treated less favourably because of a protected characteristic (above)
- *Discrimination by association:* direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- *Perception discrimination:* direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.
- *Indirect Discrimination:* when a condition, provision, policy or practice applies to everyone but disadvantages people with a protected characteristic and is not a proportionate means of achieving a legitimate aim.
- *Discrimination arising from disability:* when you treat a person unfavourably because of something connected with their disability without justification. (Discrimination arising from disability is different from direct and indirect discrimination.)
- *Harassment:* when a person is subject to “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.
- *Third-party harassment:* where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of Labyrinth Education and the harassment relates to a protected characteristic.
- *Victimisation:* when an individual is subject to a detriment because they have made an allegation of, or given evidence about, the treatment of any individual (including themselves)

who has been subject to any of the above. (Any individual making allegations of a false, malicious or vexatious nature would not be protected against victimisation and will be subject to disciplinary action.)

3. Roles and Responsibilities

Executive team:

Has overall responsibility for ensuring compliance with all relevant equality and diversity legislation.

Senior Leaders and HR Team:

Responsible for delivering training on equality, diversity, inclusive recruitment, and best practices across the organisation.

Headteachers and Site Leaders:

- Ensure all colleagues are aware of the policy and trained accordingly.
- Ensures local implementation of this policy, monitors learner progress, investigates complaints, and promotes equality across all areas.
- Promote a culture of respect and equality.
- Take appropriate action against discrimination or harassment.
- Ensure fair recruitment and development opportunities.
- Promote inclusion through curriculum design and community engagement.

All Staff:

- Recognise personal bias and treat all learners and colleagues with respect.
 - Model inclusive behaviour and challenge prejudice.
 - Use resources and teaching methods that reflect diversity and promote equality.
 - Report and act on any incident of discrimination, harassment, or bias.
-

4. Valuing Diversity and Education and Support

Labyrinth Education values a workforce and learner population that reflects a broad range of experiences and backgrounds. We are committed to supporting underrepresented groups and ensuring equitable access to learning and development.

Equality and diversity principles are embedded into our educational approach, both academic and pastoral. Learners are supported to understand the impact of discrimination and to develop their own inclusive values and behaviours.

5. Incidents of Discriminatory Treatment

All incidents of discriminatory behaviour must be reported to a senior leader and recorded promptly—ideally within 24 hours. Responses will follow Labyrinth Education’s Anti-Bullying Policy.

Hate Crime

Hate crimes include behaviour motivated by hostility towards disability, race, religion, sexual orientation, or gender identity. Such behaviours—ranging from verbal abuse to criminal acts—must be reported immediately to the Designated Safeguarding Lead (DSL) or a senior leader.

6. The Views of Learners, Parents, Carers, and Local Authorities

We regularly seek feedback from learners, parents, carers, local authorities, and staff to assess how safe and supported learners feel and to identify areas for improvement. Feedback mechanisms are inclusive and well-documented.

Staff Concerns About Practice

Any concerns about practices that may compromise equality and diversity must be reported to a senior leader or the Designated Safeguard Lead. Concerns will be treated seriously and addressed promptly. Governors and the Executive team must be informed of concerns within 24 hours of them being raised.

7. Complaints and Grievances

If anyone—learner, parent, visitor, or staff member—believes they have been discriminated against, they should follow the organisation’s Complaints or Grievance Procedure. If unsatisfied with the outcome, they may escalate concerns to external bodies, such as Ofsted or relevant professional organisations (as highlighted in the Grievance Policy).

8. Monitoring, Evaluation, and Review

The Executive team is responsible for monitoring the implementation and effectiveness of this policy and ensuring all stakeholders are aware of its contents. The policy is reviewed biannually or sooner in response to incidents or changes in legislation.
