

Remedicare Education Services

Equality, Diversity, Inclusion and Belonging Policy

Updated: September 2026

Review: September 2027

1. Introduction

Remedicare Education Services is committed to creating an inclusive, respectful and supportive environment where every learner, staff member and visitor is valued and treated with dignity.

As an Alternative Provision provider, we recognise that many of the learners we support may have experienced barriers to education, including additional needs, social and emotional difficulties, disadvantage, exclusion or previous experiences of discrimination.

We are committed to ensuring that equality, diversity and inclusion are embedded throughout all aspects of our practice, including:

- Education delivery.
- Recruitment and employment.
- Safeguarding.
- Learner support.
- Relationships with families and professionals.
- Community engagement.

Remedicare Education Services believes that diversity strengthens our organisation and that everyone has the right to participate fully, feel safe and achieve their potential.

This policy sets out our commitment to preventing discrimination, promoting equality of opportunity and creating a culture where everyone feels respected and included.

2. Legislative Framework

This policy has been developed with regard to:

- Equality Act 2010.
- Human Rights Act 1998.
- Children Act 1989.
- Education Act 1996.
- SEND Code of Practice 2015.
- Keeping Children Safe in Education (KCSIE).

- Working Together to Safeguard Children.
- Prevent Duty guidance.
- Data Protection Act 2018 and UK GDPR.

3. Scope

This policy applies to:

- All learners.
- All employees.
- Directors and leaders.
- Volunteers.
- Contractors.
- Visitors.
- Commissioning partners and external professionals working with Remedicare.

The policy applies to all areas of Remedicare's work, including:

- Admissions and referrals.
- Education and curriculum delivery.
- Off-site activities.
- Outdoor learning.
- Learner support.
- Recruitment and employment.
- Communication with families.
- Partnerships with external agencies.

4. Protected Characteristics

Under the Equality Act 2010, Remedicare recognises and protects individuals from discrimination based on the following protected characteristics:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race, ethnicity and nationality.
- Religion or belief.

- Sex.
- Sexual orientation.

Remedicare also recognises that individuals may experience disadvantage due to circumstances including:

- Social background.
- Economic disadvantage.
- Care experience.
- Family circumstances.
- Educational history.
- Mental health needs.
- Special educational needs and disabilities.

5. Our Commitment

Remedicare Education Services will:

- Provide a safe, respectful and inclusive environment.
- Promote equality of opportunity.
- Challenge discrimination, prejudice and harassment.
- Ensure learners receive support appropriate to their individual needs.
- Make reasonable adjustments where required.
- Celebrate diversity within our community.
- Ensure staff understand their responsibilities.
- Promote positive relationships between learners, staff and families.

We will not tolerate:

- Racism.
- Homophobia.
- Biphobia.
- Transphobia.
- Sexism.
- Ableism.
- Religious discrimination.
- Bullying.
- Harassment.
- Hate incidents.
- Any behaviour intended to harm, exclude or intimidate others.

6. Equality and Inclusion Within Alternative Provision

Remedicare recognises that learners accessing Alternative Provision may have experienced previous barriers or negative experiences within education.

Our approach focuses on:

- Understanding individual needs.
- Building positive relationships.
- Supporting emotional regulation.
- Removing barriers to learning.
- Promoting confidence and independence.
- Supporting learners to achieve positive outcomes.

Staff must use a trauma-informed and relational approach when supporting learners.

Behaviour must always be understood within the context of safeguarding, additional needs and individual circumstances.

7. Responsibilities

Directors and Senior Leadership Team

The leadership team will:

- Ensure this policy is implemented effectively.
- Promote equality and inclusion across Remedicare.
- Monitor concerns and incidents.
- Ensure staff receive appropriate training.
- Review practice and identify improvements.
- Ensure equality considerations are included in decision-making.

Staff Responsibilities

All staff must:

- Treat everyone with dignity and respect.
- Model inclusive behaviour.

- Challenge discriminatory language or behaviour.
- Report concerns appropriately.
- Support learners to understand equality and respect.
- Follow the Staff Code of Conduct.
- Consider individual needs when planning support.

Staff must not:

- Use discriminatory language.
- Show favouritism based on personal characteristics.
- Make assumptions about individuals.
- Express personal beliefs in a way that impacts learners' rights or wellbeing.

Learner Responsibilities

Learners are expected to:

- Treat others respectfully.
- Follow Remedicare expectations.
- Avoid discriminatory behaviour.
- Report concerns to staff.

Learners will be supported to understand:

- Respect.
- Diversity.
- Equality.
- British Values.
- Positive relationships.

8. Reasonable Adjustments

Remedicare recognises its responsibility to make reasonable adjustments for learners and staff with disabilities or additional needs.

Adjustments may include:

- Changes to learning environments.
- Adapted resources.
- Additional support.
- Alternative communication approaches.

- Adjusted working arrangements.

Adjustments will be considered individually based on need.

9. Equality and Safeguarding

Equality and safeguarding are closely linked.

Staff must recognise that discrimination, prejudice and harassment can impact a child's:

- Safety.
- Mental health.
- Emotional wellbeing.
- Sense of belonging.

Concerns relating to:

- Hate incidents.
- Discriminatory behaviour.
- Online abuse.
- Targeting of protected characteristics.

must be reported in line with Remedicare's Child Protection and Safeguarding Policy.

10. Bullying, Harassment and Discrimination

Remedicare does not tolerate bullying, harassment or discriminatory behaviour.

Concerns may include:

- Verbal abuse.
- Online harassment.
- Offensive comments.
- Exclusion.
- Threats.
- Physical intimidation.
- Targeting someone because of their identity or background.

All concerns will be:

- Taken seriously.
- Recorded appropriately.
- Investigated.
- Responded to proportionately.

11. Language, Communication and Beliefs

Remedicare respects that individuals have different backgrounds, cultures and beliefs.

Staff should:

- Communicate respectfully.
- Avoid stereotypes.
- Encourage respectful discussion.
- Support learners to develop understanding of others.

Personal beliefs must not be expressed in a way that:

- Pressures learners.
- Discriminates against others.
- Undermines safeguarding responsibilities.

12. Recruitment and Employment

Remedicare is committed to fair recruitment practices.

Recruitment decisions will be based on:

- Skills.
- Experience.
- Qualifications.
- Suitability for the role.

We will not discriminate against applicants based on protected characteristics.

Safer recruitment procedures will be followed in line with Remedicare's Safer Recruitment Policy.

13. Training and Development

All staff will receive training and guidance regarding:

- Equality and diversity.
- Safeguarding.
- SEND inclusion.
- Professional boundaries.
- Prevent responsibilities.
- Recognising discrimination.

Training will be refreshed where required.

14. Reporting Concerns

Anyone who experiences or witnesses discrimination should report this.

Concerns can be raised through:

- A member of the Senior Leadership Team.
- Designated Safeguarding Lead.
- Line Manager.
- Whistleblowing procedures where appropriate.

All concerns will be handled sensitively and confidentially.

15. Monitoring and Review

Remedicare will monitor:

- Equality concerns.
- Bullying incidents.
- Safeguarding concerns linked to discrimination.
- Learner feedback.
- Staff feedback.

This policy will be reviewed annually or sooner if legislation, guidance or organisational practice changes.

