



# **Inclusion and Equality Policy**

Policy Author - Matthew Pretty and Keisha Pretty - Directors of Project RESET

Date: 1<sup>st</sup> September 2026   Review date: 1 August 2027



# Inclusion and Equality Policy

## Introduction

Project RESET is committed to creating a culture that promotes equality, celebrates diversity, and ensures inclusion for all members of our community — including students, staff, volunteers, and visitors.

Project RESET recognises and values individual differences and is dedicated to ensuring that everyone is treated fairly, with dignity and respect. Discrimination, harassment, victimisation, or unfair treatment will not be tolerated under any circumstances.

Our commitment to equality and inclusion underpins everything we do — from our curriculum and teaching to our recruitment practices, relationships, and community partnerships.

## Inclusion Within Alternative Provision

Project RESET recognises that many young people accessing alternative provision may have experienced barriers to education, exclusion, attendance difficulties, trauma, social, emotional and mental health needs (SEMH), special educational needs and disabilities (SEND), adverse childhood experiences, or other vulnerabilities.

We are committed to creating an environment where every young person feels welcomed, included, respected and supported to achieve success regardless of their starting point.

## Purpose

The purpose of this policy is to:

- Promote equality of opportunity for all.
- Eliminate unlawful discrimination, harassment, and victimisation.
- Foster a culture of respect, tolerance, and understanding.



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- Ensure that every student has equal access to high-quality education, support, and resources.
- Ensure all staff and volunteers understand their responsibilities in upholding inclusive and equitable practice.

This policy supports Project RESET's wider aims to nurture confidence, resilience, and respect in all young people, empowering them to achieve their full potential.

This policy applies to:

- All students, regardless of age, ability, gender, ethnicity, religion, sexuality, or background.
- All employees, apprentices, contractors, and volunteers working within or on behalf of Project RESET.
- All aspects of Project RESET's activities, including teaching, admissions, recruitment, employment, governance, partnerships, and service delivery.

## Legal Framework

This policy is underpinned by the following legislation and statutory guidance:

- Equality Act 2010
- Human Rights Act 1998
- Children and Families Act 2014
- Education Act 2011 and 2002
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (KCSIE 2026)



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- Public Sector Equality Duty (PSED)

Under the Equality Act 2010, Project RESET recognises and protects the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, and ethnic or national origins)
7. Religion or belief
8. Sex
9. Sexual orientation

Project RESET recognises that individuals may experience discrimination based on one or more protected characteristics and is committed to creating an environment where all members of the community feel safe, valued and respected.

## **Our Commitments**

When developing policies, procedures, curriculum activities and organisational decisions, Project RESET will consider the potential impact on individuals and groups with protected characteristics and seek to minimise barriers to participation and achievement.

Project RESET will:



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## Promote Equality of Opportunity

- Ensure all students and staff have access to learning, training, and development opportunities based on individual needs and potential.
- Provide targeted support where barriers to learning or participation exist.
- Make reasonable adjustments to ensure accessibility for individuals with disabilities or additional needs.

## Eliminate Discrimination and Harassment

- Challenge and respond to all incidents of discrimination, harassment, bullying, or prejudice.
- Ensure procedures are in place to report, record, and address such incidents promptly and fairly.
- Take disciplinary action where discriminatory behaviour is found to have occurred.

Incidents involving racist, homophobic, biphobic, transphobic, sexist, disability-related or faith-based prejudice will be recorded, investigated and addressed appropriately.

## Foster Good Relations

- Encourage positive attitudes towards diversity and difference.
- Embed equality and inclusion into the curriculum, environment, and culture of Project RESET.
- Celebrate a range of cultural, faith, and identity-based events to promote understanding and mutual respect.

## Representation and Voice



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- Ensure students and staff have meaningful opportunities to express their views and be involved in shaping inclusive practice.
- Value student voice in decision-making processes through participation, feedback, and consultation.

## **Inclusion in Practice**

Project RESET ensures inclusion is embedded in every aspect of its work:

### Curriculum and Teaching

- Learning materials and teaching strategies reflect the diversity of our community.
- Curriculum design actively promotes equality, anti-racism, disability awareness, and gender inclusivity.
- Staff use differentiated approaches to meet varied learning needs, ensuring every student can access and engage in learning.

### **Attendance**

Project RESET recognises that attendance, engagement and inclusion are closely linked. Staff will work proactively with young people, families and referring schools to identify and address barriers to attendance and participation.

### **Additional Needs and Reasonable Adjustments**

Project RESET recognises that children with SEND may face additional barriers to learning, communication, social interaction and participation. Staff will take reasonable steps to identify and remove barriers and promote equitable access to education and support.

- Project RESET will make reasonable adjustments for students or staff with disabilities to remove or minimise disadvantage.



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- This includes physical adaptations, accessible resources, flexible teaching methods, or support plans.
- The provision will work closely with parents, carers, and professionals to ensure appropriate support is provided for students with SEND or additional needs.

Project RESET will take reasonable steps to ensure that its premises, learning environments, resources and communication methods are accessible to individuals with disabilities and additional needs.

Where reasonable adjustments are required to access the hub premises, Project RESET will work collaboratively with individuals and families to identify appropriate solutions and support.

## **Recruitment and Employment**

- Recruitment, selection, and promotion are based solely on merit, skills, and experience.
- Project RESET promotes a diverse workforce and welcomes applications from underrepresented groups.
- Training and professional development will include equality and diversity awareness for all staff.

Recruitment processes will be undertaken in accordance with Project RESET's Safer Recruitment procedures and will promote equality of opportunity for all applicants.



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## Monitoring and Review

Project RESET will review equality and inclusion practices regularly through:

- Student feedback.
- Parent/carers feedback.
- Staff feedback.
- Incident records.
- Complaints.
- Policy reviews.

Findings will be used to improve practice and promote inclusion across the provision.

## Roles and Responsibilities

| Role                                 | Responsibilities                                                                                                                   |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| <b>Directors and Leadership Team</b> | Ensure the implementation of this policy across all aspects of Project RESET. Lead by example in promoting equality and inclusion. |



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## **Designated Safeguarding Lead (DSL)**

Ensure that equality and inclusion considerations are integrated into safeguarding practice. Project RESET recognises that discriminatory language, prejudice-based bullying and child-on-child abuse may constitute safeguarding concerns and will be managed in accordance with the Safeguarding Policy.

## **All Staff and Volunteers**

Uphold and promote equality, diversity, and inclusion in daily practice. Challenge discriminatory language, behaviour, or attitudes. Report any concerns to a line manager or DSL.

## **Students**

Treat others with respect, tolerance, and kindness. Report incidents of bullying, discrimination, or unfair treatment.

## **Parents/Carers and Visitors**

Support the ethos of inclusion and equality when engaging with Project RESET.

## **Breaches of Policy**

Any breach of this policy will be taken seriously.

- Allegations or incidents of discrimination, harassment, or exclusionary behaviour will be investigated promptly.
- Disciplinary action may be taken where breaches of policy occur.
- Project RESET will ensure individuals affected by such incidents receive appropriate support.