



Equality, Diversity & Inclusion Policy

Reconnect Learning · Version 1.0 · Approved September 2026 · Review September 2027

POLICY OWNER: ELLEN KERR – MANAGING DIRECTOR & DSL



Statement of Commitment

We believe that diversity enriches our organisation and strengthens the learning experiences of our learners.

Reconnect Learning is committed to creating a safe, inclusive and respectful environment where every individual is valued and treated fairly. We are committed to promoting equality of opportunity, celebrating diversity and fostering an inclusive culture free from discrimination, harassment and victimisation.

We recognise that all children, young people, families, staff and stakeholders have the right to be treated with dignity, respect and fairness. Equality, diversity and inclusion are central to our values and safeguarding culture.

Safe

A secure environment for every individual

Inclusive

Everyone is welcomed and valued

Respectful

Dignity and fairness for all

Diverse

Celebrating our differences

Purpose of This Policy

This policy sets out Reconnect Learning's approach to equality, diversity and inclusion across all areas of our work. It aims to:

- 1 Promote equality of opportunity**

Ensuring fair access for all individuals regardless of background or circumstance.

- 2 Eliminate discrimination**

Actively working to remove prejudice and unfair treatment in all its forms.

- 3 Foster good relationships**

Building positive connections between all members of our community.

- 4 Promote inclusion and belonging**

Creating environments where everyone feels genuinely welcomed and valued.

- 5 Ensure fair access to education and support**

Removing barriers so every learner can participate and achieve.

- 6 Meet legal obligations**

Complying fully with all relevant legislation and statutory guidance.

- 7 Create a culture of respect and acceptance**

Embedding our values throughout everything we do.

Scope

This policy applies to all individuals connected with Reconnect Learning and across all settings in which we operate.

Who This Policy Applies To

- Learners
- Parents and Carers
- Staff
- Tutors
- Associate Tutors
- Self-Employed Tutors
- Volunteers
- Contractors
- Agency Staff
- Directors
- Visitors

Where This Policy Applies

- Home tuition
- Online learning
- Community venues
- Alternative Provision
- Educational visits
- Recruitment and employment

 This policy covers every context in which Reconnect Learning operates — no setting is excluded.

Legislative Framework

This policy is informed by a comprehensive range of legislation and statutory guidance. Reconnect Learning will review this policy whenever legislation or statutory guidance changes.

	Equality Act 2010 The primary legislation protecting individuals from discrimination based on protected characteristics.
	Human Rights Act 1998 Enshrining fundamental rights and freedoms for all individuals.
	Children Act 1989 & 2004 Establishing the framework for the care and protection of children.
	Education Act 2002 Setting out duties relating to the curriculum and school governance.
	SEND Code of Practice (2015) Guidance on supporting children and young people with special educational needs and disabilities.
	Keeping Children Safe in Education (KCSIE) 2026 Statutory safeguarding guidance for all education settings — the primary safeguarding reference for Reconnect Learning.
	Working Together to Safeguard Children 2026 Statutory guidance on multi-agency working to safeguard and promote the welfare of children.
	Data Protection Act 2018 & UK GDPR Governing the lawful processing and protection of personal data.

This policy should be read alongside Reconnect Learning's Safeguarding and Child Protection Policy, which is the organisation's overarching safeguarding policy.

Equality Objectives (2026–2029)

These equality objectives cover the period 2026–2029 and will be reviewed annually to ensure they remain relevant, measurable and aligned with best practice for Ofsted and commissioners.



Improve Participation and Engagement

Increase the participation, attendance and engagement of learners with SEND, with progress monitored each term and actions adjusted where engagement falls below expected levels.



Reduce Barriers to Education

Identify and reduce barriers for vulnerable learners through targeted support, with impact reviewed at least termly and improvements evidenced in learner access and retention.



Promote Inclusive Learning Environments

Ensure all provision demonstrates inclusive practice, with annual quality assurance showing consistent implementation and clear improvement actions for any setting not meeting expectations.



Annual EDI Training for All Staff

All staff will complete equality, diversity and inclusion training every year, with compliance tracked centrally and follow-up action taken where completion is below 100%.

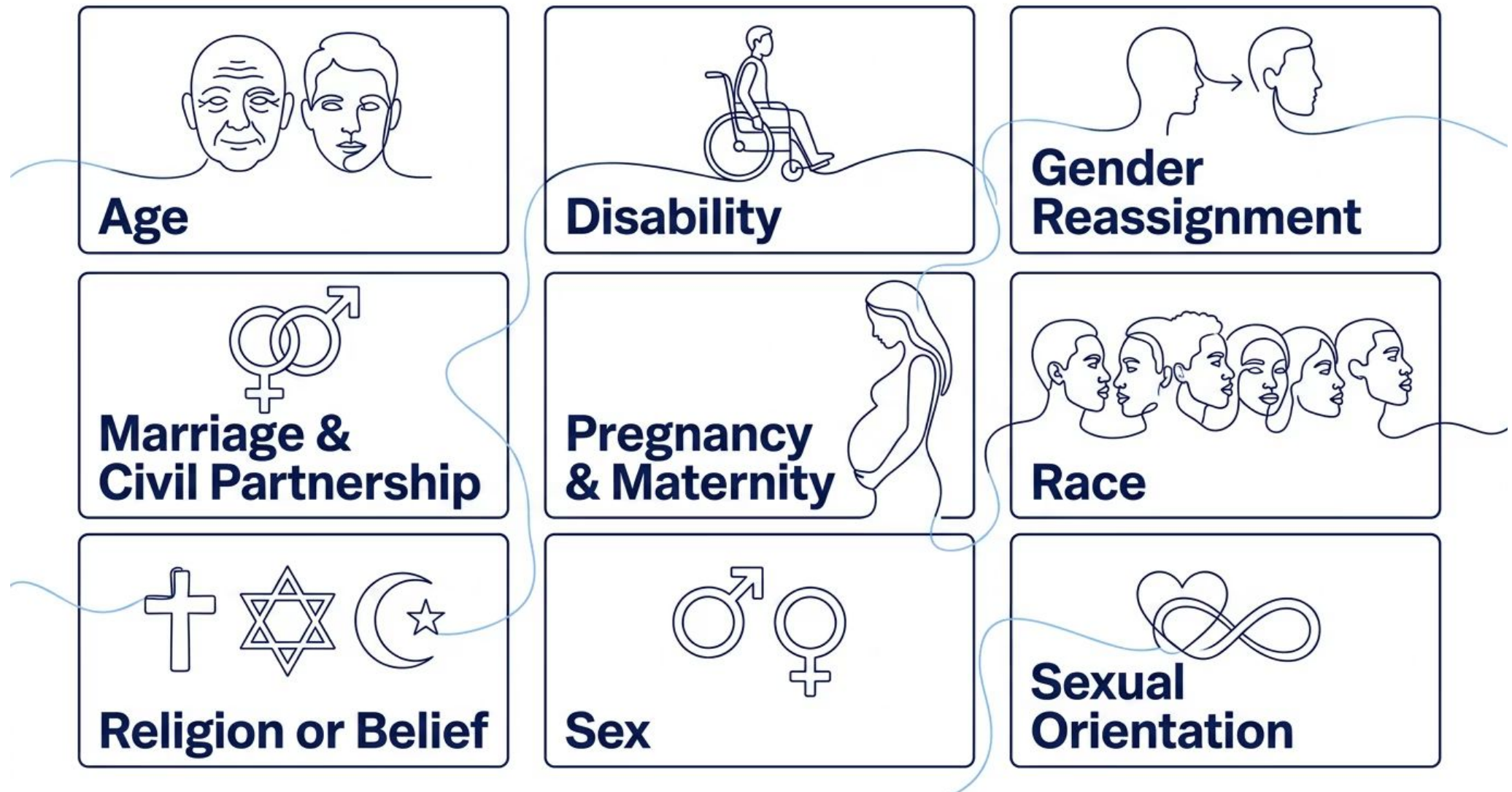


Monitor Learner Outcomes

Analyse learner outcomes by protected characteristic and need each term to identify gaps, inform intervention and demonstrate reduced inequality over time.

Protected Characteristics

Under the **Equality Act 2010**, individuals are protected from discrimination based on nine protected characteristics. Reconnect Learning will not tolerate discrimination relating to any of these characteristics.



 Reconnect Learning operates a zero-tolerance approach to discrimination relating to any protected characteristic.

Equality in Education

Reconnect Learning is committed to providing equitable educational experiences for all learners. We recognise that equality does not always mean treating everyone the same — some learners may require additional support to achieve equitable outcomes.

→ **Provide fair access to learning**

Every learner has the right to access education on equal terms.

→ **Promote participation**

Actively encouraging all learners to engage fully in their education.

→ **Consider individual needs**

Tailoring our approach to meet the specific requirements of each learner.

→ **Remove barriers to engagement**

Identifying and addressing obstacles that prevent full participation.

→ **Provide reasonable adjustments**

Making appropriate modifications to support learners with additional needs.

→ **Support vulnerable learners**

Ensuring those who need the most support receive it consistently and compassionately.

Inclusion and SEND

Inclusion is everyone's responsibility.

Reconnect Learning is committed to inclusive practice. We recognise that learners may present with a wide range of needs that require thoughtful, personalised support.

Learners May Have

- Special Educational Needs and Disabilities (SEND)
- Education, Health and Care Plans (EHCPs)
- Mental health needs
- Communication difficulties
- Medical conditions
- Additional vulnerabilities

Our Commitments

- Make reasonable adjustments
- Differentiate learning
- Consider individual needs
- Promote participation and belonging

Every member of our team plays a role in creating an inclusive environment where all learners can thrive.

Recruitment and Employment

Reconnect Learning is committed to fair and transparent recruitment processes. We believe that our workforce should reflect the diversity of the communities we serve.



Recruit on Merit

All appointments are made based on skills, experience and suitability for the role.



Promote Equal Opportunities

Actively encouraging applications from individuals of all backgrounds.



Apply Safer Recruitment Procedures

Consistently applying robust safer recruitment checks across all roles.



Make Reasonable Adjustments

Supporting applicants with disabilities or additional needs throughout the recruitment process.



Treat All Applicants Fairly

Ensuring every applicant is treated with respect and dignity at every stage.



Discrimination in recruitment will not be tolerated under any circumstances.

Harassment, Bullying and Victimisation

Reconnect Learning operates a **zero-tolerance approach** to all forms of harassment, bullying and victimisation. All concerns will be taken seriously and addressed appropriately. Where concerns involve learners, safeguarding procedures may apply.

Bullying

Repeated behaviour intended to hurt, intimidate or exclude another person.

Harassment

Unwanted conduct related to a protected characteristic that violates dignity.

Victimisation

Treating someone unfairly because they have raised a concern or complaint.

Hate Incidents

Any incident motivated by hostility towards a protected characteristic.

Discriminatory Language

Words or expressions that demean or marginalise individuals or groups.

Discriminatory Behaviour

Actions that treat individuals unfairly based on a protected characteristic.

Promoting Positive Relationships

Reconnect Learning actively promotes positive relationships across all settings. These values underpin our Relationships and Behaviour Policy and are embedded in everything we do.

Respect

Treating others with dignity and consideration at all times, recognising the inherent worth of every individual.

Kindness

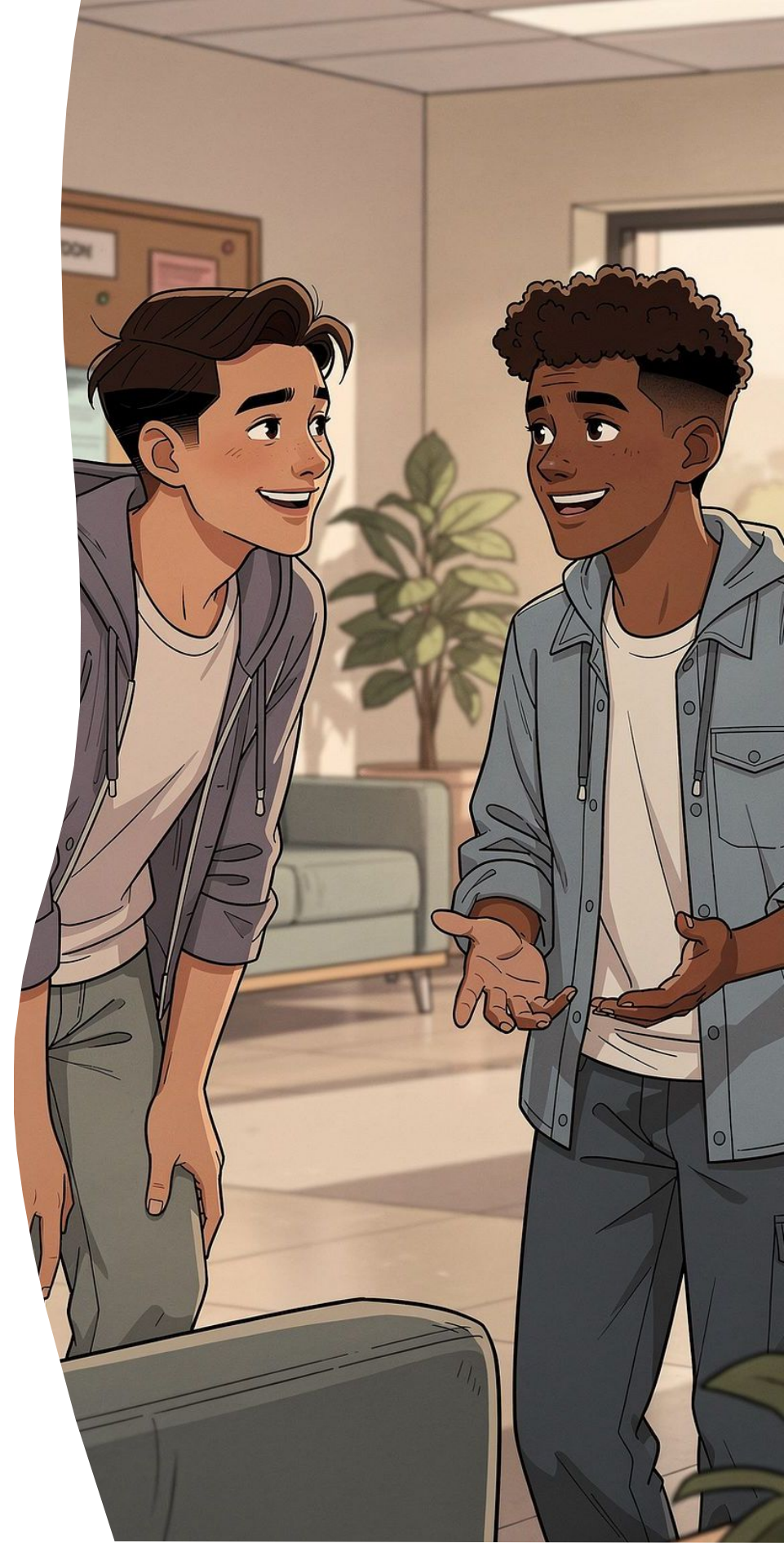
Supporting positive interactions and relationships, and showing compassion in all our dealings with others.

Understanding

Recognising and appreciating different perspectives, experiences and backgrounds without judgement.

Inclusion

Ensuring everyone feels valued, involved and able to participate fully in our learning community.



Curriculum and Learning

Where appropriate, learning activities at Reconnect Learning will actively promote equality and diversity. Learning should help prepare learners for life in modern Britain.

What Our Curriculum Promotes

- British Values
- Celebration of diversity
- Challenging stereotypes
- Critical thinking
- Understanding of different cultures and communities

Why This Matters

Our curriculum is a powerful tool for shaping attitudes and values. By embedding equality and diversity into learning activities, we help our learners develop the knowledge, skills and understanding they need to participate positively in a diverse society.

We challenge stereotypes and encourage learners to think critically about the world around them, preparing them for life in modern Britain.

Online Equality and Inclusion

Reconnect Learning recognises that discrimination can occur online just as it can in physical settings. Online discriminatory behaviour is taken just as seriously as face-to-face incidents.



Online Abuse

Harmful or threatening behaviour directed at individuals through digital channels.



Hate Speech

Content that promotes hostility or prejudice against individuals or groups.



Cyberbullying

Repeated harmful behaviour carried out through digital devices and platforms.



Discriminatory Comments

Offensive or prejudiced remarks made in online spaces or communications.



Exclusion from Online Activities

Deliberately preventing individuals from participating in online learning or social activities.



Online discriminatory behaviour will be addressed in accordance with our Online Safety Policy, Relationships and Behaviour Policy, and Safeguarding Procedures.

Safeguarding and Equality

We will ensure all learners are protected regardless of background or personal circumstances.

Reconnect Learning recognises that some individuals may experience additional vulnerability due to a range of factors. Safeguarding arrangements will be implemented fairly and equitably for all.



Disability

Learners with disabilities may face additional barriers and require tailored safeguarding support.



SEND

Those with special educational needs may be at heightened risk and require additional protective measures.



Language Barriers

Communication difficulties can increase vulnerability and must be considered in safeguarding planning.



Social Disadvantage

Socioeconomic factors can increase risk and must be factored into our safeguarding approach.



Experiences of Discrimination

Those who have experienced discrimination may carry additional vulnerabilities requiring sensitive support.

Reporting Concerns

Any concerns relating to equality, diversity or inclusion should be reported promptly. All concerns will be investigated appropriately and taken seriously.

Report To

Managing Director
or
Designated Safeguarding Lead (DSL)

Ellen Kerr holds both roles at Reconnect Learning.

Concerns May Include

- Discrimination
- Harassment
- Bullying
- Hate incidents
- Exclusionary behaviour

☐ No concern is too small. If something does not feel right, please report it.



Staff Responsibilities

All staff at Reconnect Learning have a personal responsibility to uphold the values of equality, diversity and inclusion. Failure to meet these expectations may result in disciplinary action.



Promote Equality and Inclusion

Actively champion equality and inclusion in all interactions and activities.



Treat Others with Respect

Model respectful behaviour and maintain professional standards at all times.



Challenge Discriminatory Behaviour

Do not ignore or overlook discriminatory behaviour — address it appropriately.



Report Concerns Promptly

Raise concerns without delay through the appropriate channels.



Support Positive Relationships

Foster a culture of kindness, understanding and mutual respect.



Follow Organisational Policies

Adhere to all relevant policies and procedures at all times.

Training

Reconnect Learning will provide training appropriate to role to ensure all staff are equipped to uphold our equality, diversity and inclusion commitments. Training records will be maintained.



Equality, Diversity & Inclusion

Core training for all staff on EDI principles, legislation and practice.



Safeguarding

Ensuring all staff can identify and respond to safeguarding concerns appropriately.



Prevent Duty

Understanding the Prevent duty and how to recognise signs of radicalisation.



Online Safety

Keeping learners safe in digital environments and responding to online harms.



SEND Awareness

Understanding the needs of learners with special educational needs and disabilities.



Behaviour and Relationships

Strategies for promoting positive behaviour and building healthy relationships.

Monitoring and Review

The Managing Director will take responsibility for monitoring the effectiveness of this policy and ensuring continuous improvement. This policy will be reviewed annually and without unnecessary delay following changes to legislation, statutory guidance, equality law, organisational arrangements, safeguarding practice or learning identified through complaints, audits, monitoring, learner voice or service reviews.

**Monitor Equality
Objectives**

**Review
Complaints**



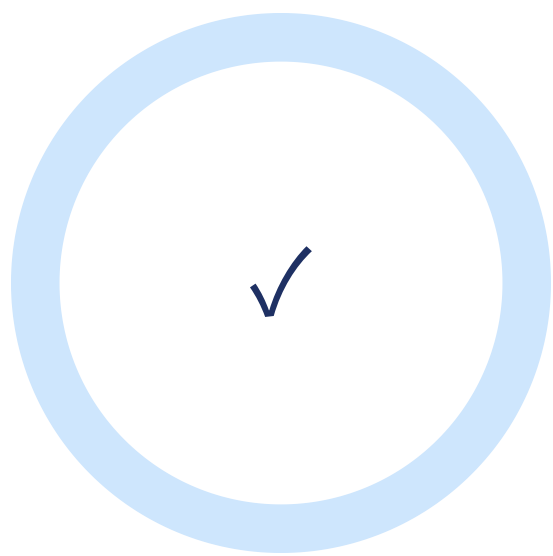
Update Policies

**Identify
Improvements**

Regular monitoring ensures that our equality objectives remain relevant, our policies remain effective, and that we continue to improve outcomes for all learners and staff. The Managing Director will oversee this process and report findings appropriately.

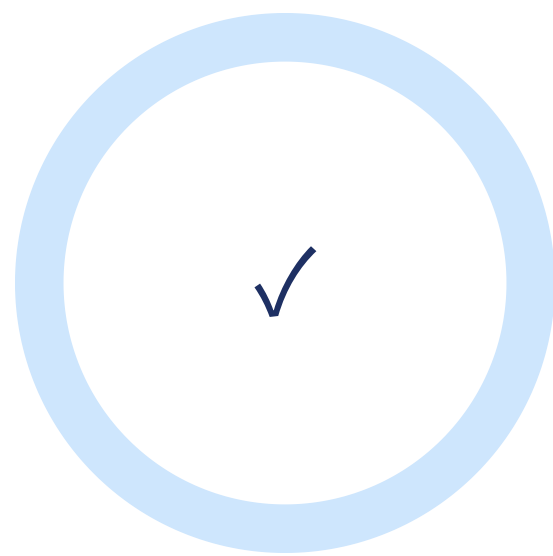
Statutory Guidance Compliance

Reconnect Learning will review this policy annually and without unnecessary delay following significant changes to relevant legislation or statutory guidance. This policy has been developed with regard to the relevant legislation, statutory guidance and governance expectations applicable at the date of approval.



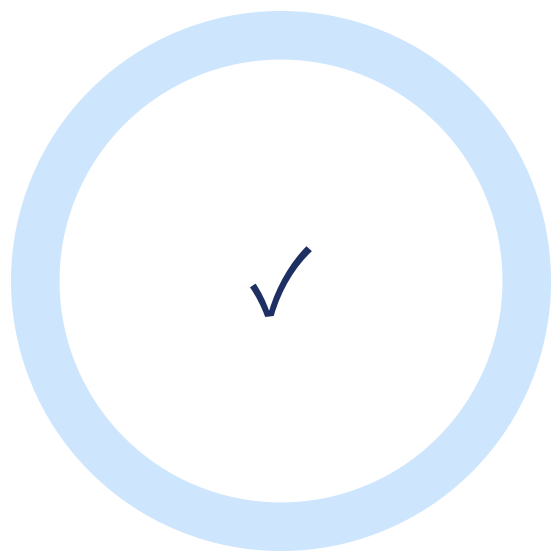
Equality Act 2010

Fully compliant with all provisions of the Equality Act 2010.



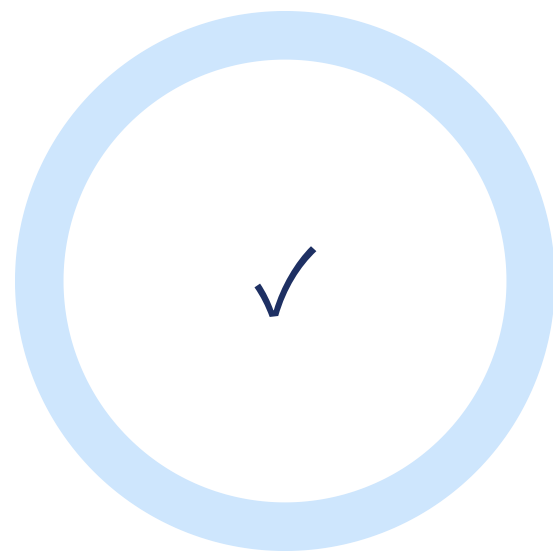
KCSIE 2026

Aligned with Keeping Children Safe in Education (KCSIE) 2026.



Working Together 2026

Aligned with Working Together to Safeguard Children 2026.



SEND Code of Practice

Fully aligned with SEND statutory guidance and requirements.

✔ This policy is reviewed whenever there are significant changes to the Equality Act 2010, Keeping Children Safe in Education (KCSIE) 2026, Working Together to Safeguard Children 2026, SEND Code of Practice, Human Rights legislation, or relevant employment legislation.

Related Policies

This policy should be read alongside the following Reconnect Learning policies to ensure a comprehensive understanding of our approach to equality, safeguarding and inclusion.

Safeguarding & Child Protection Policy

Relationships and Behaviour Policy

SEND Policy

Online Safety Policy

Prevent Duty & Radicalisation Policy

Staff Code of Conduct

Complaints Policy

Safer Recruitment Policy

Whistleblowing Policy

Compliance Assessment

This policy has been developed with regard to all relevant statutory frameworks and governance expectations applicable at the date of approval. It is suitable for use across all Reconnect Learning provision types.

Equality Act 2010

Compliant

KCSIE 2026

Aligned with KCSIE 2026

Working Together 2026

Aligned with Working Together 2026

SEND Code of Practice

Aligned

Human Rights Act

Compliant

Ofsted Considered

Developed with Ofsted expectations in mind

Alternative Provision

Suitable

Home & Online Tuition

Suitable

  Suitable for Local Authority Commissioning — this policy has been developed with regard to the requirements for LA-commissioned provision.

Reconnect Learning Commitment

We celebrate diversity, promote inclusion and challenge discrimination wherever it occurs. Through our commitment to equality and safeguarding, we strive to create environments where everyone can learn, thrive and achieve their full potential.

Reconnect Learning is committed to ensuring that every learner, member of staff and stakeholder is treated fairly, respectfully and with dignity.

Approved By

Ellen Kerr
Managing Director & DSL

Version

1.0

Date Approved

September 2026

Review Date

September 2027