

EQUALITY AND DIVERSITY POLICY

Next Gen Support Services

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1. AIMS

Our student services aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. LEGISLATION AND GUIDANCE

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require student services to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. ROLES AND RESPONSIBILITIES

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the student services, including to staff, young people and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the CEO

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The CEO will:

- Promote knowledge and understanding of the equality objectives among staff and young people
- Monitor success in achieving the objectives and report back to governors
- Support the CEO in promoting knowledge and understanding of the equality objectives among staff and young people
- Meet with the equality link governor every term to raise and discuss any issues
- Support the CEO in identifying any staff training needs, and deliver training as necessary

All student services staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. ELIMINATING DISCRIMINATION

The student services is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

The student services has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. ADVANCING EQUALITY OF OPPORTUNITY

As set out in the DfE guidance on the Equality Act, the student services aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. young people with disabilities, or gay young people who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim young people to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all young people to be involved in the full range of student services societies)

In fulfilling this aspect of the duty, the student services will:

- Publish the progress information in relation NEET to EET data by categorisation, town, LA etc as per the LA and DfE requirements

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own young people

6. FOSTERING GOOD RELATIONS

The student services aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our services. This includes telephone, email, face to face, workshop, home visits, but also activities in other consultation areas. For example, as part of the option to engage in education, employment and training, we will also work with other 3rd parties to support and make referrals where needed to support the young person
- Working with our local community. This includes inviting leaders of local faith groups to speak at careers advice and guidance conferences, and organising student services workshops and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of young people within the student services. For example, our student services work experience opportunities has representatives from different year groups and is formed of young people from a range of backgrounds. All young people are encouraged to participate in the student services' activities, such as careers fairs. We also work with parents/carers to promote knowledge and understanding of different cultures in order develop young people into the norm of society and the workplace
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. EQUALITY CONSIDERATIONS IN DECISION-MAKING

The student services ensures it has due regard to equality considerations whenever significant decisions are made.

The student services always considers the impact of significant decisions on particular groups. For example, when a student services fair or activity is being planned, the student services considers whether the fair:

- Cuts across any religious holidays
- Is accessible to young people with disabilities
- Has equivalent facilities for boys and girls

The student services keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning student services trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. EQUALITY OBJECTIVES

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

- Why we have chosen this objective: To ensure all members of staff understand and comply with equal opportunities and non-discrimination with recruitment.
- To achieve this objective, we plan to: Deliver INSET and CPD training. Logs of training.
- Progress we are making towards this objective: Logs of training will be held on Blue Sky and Edu Care platforms

9. MONITORING ARRANGEMENTS

The CEO will update the equality information we publish, described in sections 4 to 7 above, at least every year.

This document will be reviewed by governing body at least every 4 years. This document will be approved by the company director.

10. LINKS WITH OTHER POLICIES

This document links to the following policies:

- Accessibility plan
- Risk assessment