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EQUALITY POLICY

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Elite Mentors

Equality Policy

Date Published: 12 September 2025

Review date: 12 September 2027

INTRODUCTION

Elite Mentors is committed to promoting equality, diversity, and inclusion in all areas of its work. We aim to create a safe, respectful, and inclusive environment where all students, staff, and visitors are treated fairly and with dignity, regardless of their background or personal characteristics.

This policy ensures that everyone associated with Elite Mentors has equal access to opportunities, support, and services, and that discrimination, harassment, or unfair treatment of any kind is not tolerated. Elite Mentors is dedicated to complying with the principles of the **Equality Act 2010** and promoting positive relationships within the learning community.

Equality Objectives

Elite Mentors is committed to promoting equality, diversity, and inclusion throughout the Centre. Our equality objectives aim to ensure that all learners, staff, and visitors are treated fairly and with respect, regardless of their background or personal characteristics.

The Centre will work to remove barriers to participation and achievement, promote an inclusive learning environment, and ensure equal opportunities for all members of the Centre community. These objectives will be reviewed regularly to monitor progress and ensure continuous improvement in promoting equality.

Legislative Context

This Equality Policy has been developed in accordance with the requirements of the [Equality Act 2010](#), which provides a legal framework to protect individuals from discrimination and to promote fairness and equality within organisations. The Act brought together and replaced previous legislation relating to discrimination based on race, gender, and disability.

Through this policy, Elite Mentors aims to fulfil its legal responsibilities by promoting equality and ensuring that all individuals are treated with fairness, dignity, and respect. The organisation is committed to:

- Eliminating unlawful discrimination, harassment, victimisation, and any other form of prohibited conduct
- Promoting equality of opportunity between individuals who share a protected characteristic and those who do not
- Encouraging positive relationships and mutual respect among all members of the Centre community

Protected Characteristics

Under the [Equality Act 2010](#), there are nine protected characteristics that must be considered when promoting equality and preventing discrimination. Within the Elite Mentors community, the following characteristics are particularly relevant to learners, staff, and directors:

- Age (applicable in employment contexts)
- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

Elite Mentors is committed to ensuring that no individual is disadvantaged or treated unfairly because of any protected characteristic and that equality and inclusion are embedded in all policies, practices, and decision-making processes.

General Principles

Elite Mentors is committed to creating a respectful, inclusive, and supportive learning environment where equality of opportunity is promoted in all aspects of the Centre's activities. Staff and Directors will work actively to ensure that all members of the Centre community are treated fairly and with respect.

The Centre will:

- Promote equality of opportunity across all areas of teaching, learning, and organisational practice.
- Ensure that members of the Centre community understand their rights and responsibilities and respect the rights of others.
- Challenge and prevent all forms of prejudice, discrimination, harassment, or unfair treatment.
- Promote awareness and understanding of equality and diversity among learners, staff, and the wider community.
- Develop strategies that ensure equal access to learning opportunities so that all individuals can reach their full potential, regardless of ability, gender, race, disability, religion, or sexual orientation.

Practice and Policy

The principles of equality and diversity will be integrated into the daily operations, policies, and decision-making processes of Elite Mentors. This commitment will be reflected in key areas including:

- Admissions procedures, induction processes, and attendance monitoring.
- Monitoring learners' progress, achievement, and attainment.
- Supporting learners' personal development, wellbeing, and safeguarding.
- Encouraging positive parental engagement and involvement.
- Building strong relationships with the wider community.
- Implementing fair and consistent behaviour management practices.
- Ensuring equality in staff recruitment, training, and professional development.

- Providing inclusive curriculum access and encouraging participation from all learners.
- Using a range of teaching methods and strategies that support diverse learning needs.

Through these practices, Elite Mentors aims to maintain an inclusive environment where diversity is respected and everyone has the opportunity to succeed.

Policy Commitments

Curriculum

Elite Mentors aims to provide all learners with equal opportunities to succeed. Curriculum planning reflects a commitment to equality and prepares learners to live and work in a diverse society. Teaching materials and learning activities will reflect a range of cultures, identities, and experiences. Opportunities will be provided for learners to explore topics related to equality, respect, and diversity, while promoting positive attitudes and challenging discriminatory language or behaviour.

Progress and Achievement

The Centre maintains high expectations for all learners regardless of age, gender, ethnicity, ability, background, or sexual orientation. Staff will act as positive role models and support all learners to achieve their full potential. Where needed, additional support and targeted strategies will be used to address individual needs and reduce achievement gaps. A variety of teaching approaches will be used to support effective learning and encourage learners to actively participate in their education.

Centre Ethos and Culture

Elite Mentors promotes a welcoming, inclusive, and respectful environment for all members of the Centre community. Reasonable adjustments will be made to support learners, staff, and visitors with disabilities. Learners' views are valued and they are encouraged to express

their opinions in a respectful and supportive setting. Positive role models and inclusive practices help ensure that everyone feels respected and included.

Staff Recruitment and Professional Development

The Centre is committed to fair and transparent recruitment practices. All positions are openly advertised and selection processes are conducted in a fair and non-discriminatory manner. Staff involved in recruitment receive appropriate guidance to ensure equality of opportunity. Equality and diversity principles are included in staff induction, and employment policies are reviewed regularly to ensure compliance with relevant legislation.

Preventing and Addressing Harassment and Bullying

Elite Mentors is committed to maintaining a respectful and inclusive environment. The Centre will actively challenge all forms of discrimination, harassment, and bullying. This commitment is communicated clearly to staff, learners, parents, and directors.

A clear procedure is in place for managing and recording incidents related to prejudice or discriminatory behaviour. A designated member of staff is responsible for monitoring such incidents and ensuring appropriate action is taken. The Centre will review and report recorded incidents to the Directors and, where required, to the Local Authority on an annual basis.

Partnership with Parents and the Wider Community

Elite Mentors values positive relationships with parents and the wider community. The Centre aims to work closely with parents to support learners' development and wellbeing. Parents are encouraged to take an active role in Centre activities and events. Open and effective communication will be maintained so that parents' views and feedback can help inform Centre practices and improvements.

Roles and Responsibilities

Principal and Senior Leadership Team

The Principal and Senior Leadership Team are responsible for ensuring the effective implementation of this policy. They will ensure that staff receive appropriate training to support equality and diversity within the Centre. The leadership team will also monitor the impact of the policy and report annually to the Directors on its effectiveness, while keeping informed of any legal or policy developments.

Directors

The Directors will ensure that equality objectives are reflected within the Centre Development Plan. They will support the Principal and Senior Leadership Team in implementing the policy and will review the Equality Policy every two years and the equality objectives every four years.

Learners

Learners are encouraged to support and respect the principles of equality and inclusion within the Centre. They may be involved in discussions or initiatives that help develop equality objectives and are expected to behave in a respectful and inclusive manner.

Parents

Parents are encouraged to support the Centre's commitment to equality and inclusion. They will be informed of any incidents related to this policy that may directly affect their child.

Staff

All staff will be made aware of the Equality Policy and their responsibilities under it. Staff are expected to promote equality, support inclusive practices, and act in accordance with the policy. They are also encouraged to contribute to the development of the policy and raise any training needs or concerns related to equality and diversity.

Monitoring and Evaluation

Elite Mentors is committed to ensuring that this Equality Policy is implemented effectively. The impact and effectiveness of the policy will be regularly monitored through feedback from learners, staff, and parents, as well as through ongoing review of Centre practices and procedures.

The policy will be formally reviewed on an annual basis to ensure it remains up to date with current legislation, reflects best practice, and continues to support equality, diversity, and inclusion across all areas of the Centre. Necessary updates or improvements will be made where required.

End of Policy