

Equal Opportunities and Anti-Discrimination Policy

1. Purpose

Liminal Education East Anglia Ltd is committed to providing an inclusive environment where all pupils, staff, and visitors are treated fairly, with dignity and respect. We actively promote equality of opportunity and oppose all forms of discrimination, harassment, or victimisation.

2. Legal and Ethical Framework

Although Liminal Education is unregulated, we work in line with:

- The Equality Act 2010.
- The Human Rights Act 1998.
- The Public Sector Equality Duty (as best practice).
- Our safeguarding responsibilities to protect children and young people.

3. Principles

We believe that:

- Everyone should have equal access to education, support, and opportunity.
- Diversity enriches learning and strengthens communities.
- Discrimination, harassment, or victimisation will not be tolerated.
- Reasonable adjustments will be made to ensure pupils with SEND and other needs are not disadvantaged.

4. Protected Characteristics

We will not unlawfully discriminate against anyone on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

5. Responsibilities

- **Head of Centre** – ensures compliance with this policy, investigates concerns, and promotes equality throughout the provision.
- **Staff and Volunteers** – must treat all pupils, colleagues, and stakeholders with respect and challenge discrimination.

- **Pupils** – are encouraged to treat one another respectfully and contribute to an inclusive environment.

6. Addressing Discrimination

- Concerns or complaints of discrimination will be taken seriously and investigated promptly.
- Where discrimination is found, appropriate action will be taken in line with safeguarding, behaviour, or staff disciplinary procedures.
- Support will be provided to anyone who has experienced discrimination.

7. Promoting Equality in Practice

We will:

- Foster positive relationships and respect among pupils and staff.
- Make reasonable adjustments for pupils with SEND or additional needs.
- Provide an environment free from bullying and prejudice.
- Ensure resources and activities reflect diversity and inclusion.

8. Policy Review

This policy will be reviewed annually, or sooner if required due to changes in legislation, guidance, or feedback.

Approved by: **Richard Henwood** (Head of Centre)

Date: 01/09/25

Next Review: September 2026