



Equality, Diversity & Inclusion Policy – Safe Space Education

Version 1 (01/03/2026)

1. Introduction

Safe Space Education is committed to promoting equality, celebrating diversity, and ensuring inclusion across all aspects of our Alternative Provision (AP), 1:1 mentoring, and tutoring services. We believe every pupil and staff member has the right to feel valued, respected, and supported, regardless of their background or identity.

We actively work to remove barriers, challenge discrimination, and create an environment where everyone can thrive.

2. Legal Framework

This policy is informed by:

- Equality Act 2010
- Human Rights Act 1998
- SEND Code of Practice
- Keeping Children Safe in Education (KCSIE)
- Public Sector Equality Duty (where applicable through commissioning schools)

3. Our Commitment

Safe Space Education will:

- Treat all individuals with dignity and respect
- Promote equality of opportunity
- Challenge discrimination, harassment, and victimisation
- Foster positive relationships between different groups
- Ensure inclusive teaching and mentoring practices
- Provide reasonable adjustments for pupils and staff with additional needs

4. Protected Characteristics

We do not tolerate discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise additional vulnerabilities such as:

- Looked-after status
- Socioeconomic disadvantage
- Mental health needs
- Trauma or adverse childhood experiences

5. Responsibilities

Leadership

- Ensure EDI principles are embedded across the organisation
- Provide training and guidance to staff
- Monitor equality data and outcomes

Staff, Tutors, and Mentors

- Model inclusive behaviour
- Challenge discriminatory language or actions
- Adapt teaching and mentoring to meet diverse needs
- Report concerns to senior leadership or the DSL

Pupils

- Treat others with respect
- Avoid discriminatory behaviour
- Report concerns to staff

6. Inclusive Practice

Safe Space Education promotes inclusion through:

- Trauma-informed approaches
- Differentiated teaching and mentoring
- Cultural sensitivity and awareness



- Accessible resources and communication
- Flexible learning environments
- Positive representation in materials and discussions

7. Reasonable Adjustments

We will make reasonable adjustments for pupils and staff with disabilities or additional needs, which may include:

- Adapted resources
- Adjusted teaching methods
- Additional support or mentoring
- Modified environments
- Flexible working arrangements for staff

8. Preventing Discrimination and Harassment

We do not tolerate:

- Racism
- Sexism
- Homophobia or transphobia
- Ableism
- Religious intolerance
- Bullying or harassment of any kind

Incidents will be:

- Taken seriously
- Investigated promptly
- Recorded appropriately
- Addressed with restorative or disciplinary action

9. Monitoring and Review

We monitor:

- Pupil engagement and outcomes
- Staff diversity and training
- Feedback from pupils, parents, and schools
- Incident logs and patterns



Findings inform improvements to our practice.

10. Training

Staff receive training on:

- Equality and diversity
- Inclusive teaching and mentoring
- Cultural competence
- Anti-discriminatory practice
- Safeguarding and contextual risks

11. Review of Policy

This policy will be reviewed annually or sooner if required.

Review date (01/03/2027)