

Winchmore Tutors is committed to creating a safe, inclusive, respectful and welcoming environment where every child and young person is valued, heard and supported to achieve their potential.

We believe that every child has the right to:

- Feel safe.
- Be treated with dignity and respect.
- Be protected from discrimination, prejudice and harassment.
- Have their identity recognised and valued.
- Access education without disadvantage.
- Be included in all aspects of provision.

We recognise that promoting equality and inclusion is a safeguarding responsibility. Discrimination, racism, bullying, harassment and exclusion can have a significant impact on a child's wellbeing, education, mental health and safety and will therefore be treated as safeguarding concerns where appropriate.

Statutory and Legal Framework

This policy should be read alongside:

- Equality Act 2010.
- Human Rights Act 1998.
- Keeping Children Safe in Education (KCSIE).
- Working Together to Safeguard Children.
- Department for Education Alternative Provision Statutory Guidance.
- SEND Code of Practice (0-25 years).
- Prevent Duty Guidance.
- Winchmore Tutors Safeguarding and Child Protection Policy.
- Behaviour Policy.
- Staff Code of Conduct.

Winchmore Tutors recognises that equality, inclusion and safeguarding are closely linked and that all children have the right to be protected from discrimination and harm.

Anti-Racism Commitment

Winchmore Tutors is actively anti-racist.

We do not simply prohibit racism; we actively challenge it through our policies, curriculum, teaching practice, relationships and organisational culture.

We are committed to:

- Identifying and challenging racism.
- Addressing conscious and unconscious bias.
- Promoting racial literacy amongst staff.
- Celebrating cultural diversity.
- Ensuring fair and equitable outcomes for all learners.
- Responding promptly to racist incidents.
- Listening to and supporting those who experience racism.

Any racist behaviour, language or attitudes will be addressed immediately and recorded in accordance with safeguarding and behaviour procedures.

Anti-Discrimination Commitment

Winchmore Tutors will not tolerate discrimination, harassment, victimisation, prejudice or hate incidents relating to:

- Race.
- Disability.
- Sex.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy and maternity.
- Marriage and civil partnership.
- Age.

This expectation applies equally to:

- Learners.
- Staff.
- Visitors.
- Parents and carers.
- Tutors.
- Contractors.
- Third-party professionals.

Trauma-Informed Practice

Many children educated within Alternative Provision have experienced:

- Adverse Childhood Experiences (ACEs).
- Trauma.
- Exclusion.
- Loss.
- Neglect.
- Discrimination.
- Mental health challenges.

Winchmore Tutors adopts a trauma-informed approach that seeks to understand the experiences behind behaviour and engagement.

Staff will:

- Prioritise emotional safety.
- Build trusting relationships.
- Use restorative approaches.
- Avoid shame-based responses.
- Recognise the impact of trauma on learning and behaviour.
- Respond with curiosity, empathy and consistency.

SEND, SEMH and Equality

Winchmore Tutors recognises that children with SEND and Social, Emotional and Mental Health (SEMH) needs may face increased vulnerability to:

- Bullying.
- Exploitation.
- Discrimination.
- Exclusion.
- Isolation.

We will:

- Make reasonable adjustments.
- Ensure accessibility.
- Adapt communication methods.
- Consider SEND needs when investigating incidents.
- Promote participation and inclusion.
- Remove barriers to learning.

Equality does not always mean treating everyone the same; it means providing support appropriate to individual needs.

Equality in Curriculum and Educational Delivery

Equality, diversity and inclusion will be embedded throughout:

- Tuition programmes.
- Curriculum content.
- Learning resources.
- Online learning.
- Community-based learning.
- Enrichment activities.

Staff will ensure that:

- Resources reflect diversity positively.
- Stereotypes are challenged.
- Diverse voices and experiences are represented.
- Online environments remain inclusive and respectful.

Preventing Radicalisation and Extremism

As part of our safeguarding responsibilities under the Prevent Duty, Winchmore Tutors is committed to promoting:

- Respect.
- Tolerance.
- Democracy.
- Individual liberty.
- Mutual understanding.

Staff will challenge discriminatory, extremist or hateful language and behaviour appropriately and follow safeguarding procedures where concerns arise.

Safeguarding and Equality

Winchmore Tutors recognises that discrimination and exclusion can place children at greater risk of:

- Poor mental health.
- School disengagement.
- Exploitation.
- Radicalisation.
- Self-harm.
- Abuse.

Where equality concerns raise safeguarding issues, the Designated Safeguarding Lead (DSL) will be informed and safeguarding procedures followed.

All equality-related incidents will be considered through both an equality and safeguarding lens.

Recruitment & Selection

- The recruitment and selection process is crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.
- Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.
- Job descriptions, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications.
- We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.
- We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.
- All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.
- All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
- Short listing and interviewing will be carried out by more than one person where possible.
- Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.
- We will not disqualify any applicant because he/she is unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.
- Selection decisions will not be influenced by any perceived prejudices of other staff.

Tackling Discrimination

Bullying and harassment on account of race, gender, disability or sexual orientation are unacceptable and are not tolerated by Winchmore Tutors. Winchmore Tutors abhorrence of such behaviours is communicated to pupils, parents and staff. For example, through the Parent Contract and staff training. All parents of new pupils receive a summary of the Winchmore Tutors behaviour expectations as part of the setup meeting. All staff are expected to deal with any discriminatory incidents that may occur, they are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to the pupil's individual circumstances. Racists and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to the Safeguarding Lead or Deputy as necessary. All incidents even if they have not been escalated must be reported to the Safeguarding Lead.

Incidents are monitored to ensure they are dealt with effectively.

Recording and Reporting Prejudice-Related Incidents

Whenever a member of staff deals with an incident that may be considered to be prejudice-related, they should report that in writing to the Designated Safeguarding Leads.

Designated Safeguarding Lead will then report all prejudice-related incidents to the relevant school or Local Authority. When reporting incidents the DSL will include details on the nature of the incident, type of prejudice, details of the victim and perpetrator and what actions were taken by the WT. All incidents logged in the system are anonymised and do not include data that could identify individual pupils. This allows trends to be analysed by WT.

There may be occasions where a prejudice-related incident may need to be reported to the police as a potential hate incident or a potential hate crime. Police and the Crown Prosecution Service classify hate incidents as any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to disability, race, religion, transgender identity or sexual orientation. (N.B. this list is shorter than the list of protected characteristics). If a crime may have been committed the category of a potential hate crime may apply. As the age of criminal responsibility in England is 10 years old, this category is unlikely to apply if the perpetrator is under 10. Criminal offences might include behaviour such as: malicious communications, assault, public order offences, criminal damage, harassment or sexual assault.

If the perpetrator of a prejudice-related incident is a member of staff, the Winchmore Tutors disciplinary policy will be followed. However, following a full investigation, this will still be recorded as a prejudice-related incident.

All incidents involving:

- Racism.
- Discrimination.
- Harassment.
- Bullying.
- Hate-related behaviour.
- Extremist language.

will be:

- Recorded.
- Reviewed by the DSL.
- Risk assessed where necessary.
- Logged for trend analysis.
- Reported to commissioning schools or Local Authorities where appropriate.

Patterns of behaviour will be monitored to identify emerging safeguarding concerns.

Training & Promotion

- Senior staff will receive training in the application of this policy to ensure that they are aware of its contents and provisions.
- All promotion will be in line with this policy.

Monitoring

- We will maintain and review the employment records of all employees in order to monitor the progress of this policy.
- Monitoring may involve:-
 - a. the collection and classification of information regarding the race in terms of ethnic/national origin and sex of all applicants and current employees;
 - b. the examination by ethnic/national origin and sex of the distribution of employees and the success rate of the applicants; and
 - c. recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions.
- The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.

Winchmore Tutors is committed to being an inclusive, anti-racist, trauma-informed and child-centred organisation. We believe that diversity is a strength and that every child has the right to learn in an environment that promotes dignity, safety, belonging and respect. Through our commitment to equality, safeguarding and inclusion, we aim to remove barriers, celebrate difference and enable all children and young people to thrive regardless of their background, identity, needs or circumstances.

Issue Date: July 2026

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Review Date: July 2027

Signed:



Craig Varney : Winchmore Tutors DCPO