

MY OASIS

Therapeutic Alternative Provision

Equality Diversity and Inclusion Policy 2026/2027

Date of Last review: January 2026

Date of Next review: January 2027



CHARLOTTE LOWE
PSYCHOLOGICAL SERVICES LTD



MY OASIS
THERAPEUTIC ALTERNATIVE PROVISION

www.charlottelowepsychologicalservices.co.uk

www.my-oasis.uk

Contents

Introduction.....	2
Scope	2

Protected Characteristics3

Our Commitment 3

 General Commitment3

 As a Service Provider 3

 As an Employer4

Roles and Responsibilities4

 Governing Body4

 Headteacher and Senior Leadership Team4

 All Staff.....5

 Young People 5

 Parents and Carers.....5

Equality Objectives 5

Policy Statements by Protected Characteristic6

 Age 6

 Disability6

 Race 6

 Sex and Gender Reassignment6

 Sexual Orientation 6

 Religion or Belief.....6

 Pregnancy and Maternity 6

 Marriage and Civil Partnership6

 Equal Pay..... 7

Monitoring and Reporting..... 7

Addressing Breaches 7

Related Policies..... 7

Review 7

Introduction

At My Oasis Therapeutic Alternative Provision, we are committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our work. We recognise that every young person, staff member, and stakeholder deserves to be treated with dignity, respect, and fairness, regardless of their background or characteristics.

We are an equal opportunities employer and service provider. We are committed to equality of opportunity and to providing education, therapeutic provision, employment, and services that are free from unfair and unlawful discrimination. We value people as individuals with diverse opinions, cultures, lifestyles, experiences, and circumstances.

This policy sets out how we meet our duties under the Equality Act 2010, including the Public Sector Equality Duty to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share a protected characteristic and those who do not.

We seek to ensure that no applicant, employee, young person, or service user receives less favourable treatment on the grounds of a protected characteristic, nor is disadvantaged by conditions or requirements that cannot be shown to be relevant and proportionate.

Scope

This policy applies to all members of the My Oasis community, including:

- Young people
- Employees (permanent, temporary, full-time, part-time, agency, and self-employed contractors)
- Governors
- Parents and carers
- Volunteers
- Visitors

It applies to all areas of employment and service delivery, including recruitment, selection, training, deployment, career development, promotion, curriculum delivery, therapeutic provision, and enrichment activities.

Protected Characteristics

We acknowledge the protected characteristics as defined by the Equality Act 2010:

- Age (for employees, not service provision)
- Disability (including the duty to make reasonable adjustments)
- Race, Ethnicity and Nationality
- Sex
- Gender
- Gender reassignment
- Pregnancy and maternity
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

Our Commitment

General Commitment

We commit to:

- Eliminating unlawful discrimination and harassment, bullying and victimisation in all activities, policies, and procedures.
- Advancing equality of opportunity by identifying and removing barriers by making reasonable adjustments that prevent any young person or staff member from participating fully.
- Fostering good relations by promoting understanding, respect, and positive attitudes.
- Maintaining a safe, respectful, and supportive environment where prejudice is not tolerated.

As a Service Provider

We aim to provide education and therapeutic services to which all young people and families are entitled, regardless of protected characteristics, social class, caring responsibilities, or past experiences.

We will:

- Promote an inclusive curriculum for young people that reflects diverse cultures, identities, and perspectives.
- Encourage participation from all young people and employees in extracurricular activities, leadership roles, and decision-making processes.
- Ensure services are delivered equitably and meet diverse needs.

- Make reasonable adjustments to enable access and participation.
- Regularly assess and respond to the needs of our service users.
- Ensure clear procedures exist for raising concerns or complaints.
- Treat breaches of this policy as a serious matter.

As an Employer

We commit to:

- Creating a working environment in which individual differences and contributions are recognised and valued.
- Ensuring selection for employment, promotion, training, and benefits is based on aptitude and ability.
- Providing equal access to training, development, and progression opportunities.
- Treating all employees fairly and with respect.
- Supporting staff to develop their full potential.
- Reviewing employment practices and procedures to ensure fairness.
- Ensuring equality of opportunity, valuing diversity, and compliance with the law are embedded in management practice.

Roles and Responsibilities

Governing Body

- Approve, monitor and review this policy and the equality objectives.
- Ensure compliance with the Equality Act 2010.
- Promote EDI through governance and strategic oversight.

Headteacher and Senior Leadership Team

- Lead by example in promoting equality, diversity and inclusion.
- Ensure adequate training, resources and support are provided.
- Ensure all policies and practices reflect this commitment.
- Monitor equality data and progress against objectives.
- Address any incidents of discrimination promptly and effectively.
- Implement and uphold this policy in day-to-day practice.
- Ensure fair and inclusive management of staff.
- Challenge discrimination and inappropriate behaviour.

All Staff

- Uphold the principles of this policy.
- Treat others with dignity and respect.
- Deliver an inclusive curriculum and therapeutic provision.
- Report and record prejudice-related incidents.
- Participate in ongoing equality and diversity training and development.

Young People

- Respect themselves and others.
- Support the school's commitment to equality, diversity and inclusion.
- Participate in opportunities to influence school practice and culture.

Parents and Carers

- Support the school's approach to equality, diversity and inclusion.
- Work collaboratively to remove barriers to participation.

Equality Objectives

Our equality objectives are developed through analysis of data across key areas:

- Admissions
- Attendance
- Attainment and progress
- Exclusions
- Staff recruitment and progression
- Prejudice-related incidents

Objectives are:

Specific: Targeting identified areas for improvement.

Measurable: Using data and evidence to track progress.

Achievable: Realistic and appropriate to our school context.

Relevant: Focused on promoting equality for our young people.

Time-bound: Reviewed annually.

Examples of objectives include:

- Narrowing attainment gaps for young people with disabilities.
- Reducing incidents of homophobic, biphobic and transphobic bullying.

- Increasing participation by underrepresented groups.
- Promoting respect between people of different religions and beliefs
- Ensuring equitable staff development and progression

Policy Statements by Protected Characteristic

Age

We will treat people of all ages with dignity, challenge age-related stereotypes, and ensure equal access to opportunities.

Disability

We will make reasonable adjustments, challenge discriminatory assumptions, and continually improve accessibility of information, environments, and services.

Race

We will challenge racism, respond swiftly to racist incidents, and actively promote racial equality.

Sex and Gender Reassignment

We will challenge gender-based discrimination, promote equality of opportunity, and provide appropriate support for transgender individuals.

Sexual Orientation

We will take account of the needs of LGBTQ+ individuals and promote positive representation.

Religion or Belief

We will respect beliefs and observances where possible, ensuring they do not infringe on the rights of others.

Pregnancy and Maternity

We will ensure dignity, fairness, and support during pregnancy and maternity, and prevent disadvantage.

Marriage and Civil Partnership

We will ensure respect and fairness regardless of marital or partnership status.

Equal Pay

We will ensure equal pay and benefits for work of equal value in line with legislation.

Monitoring and Reporting

- Equality data is collected and analysed regularly
- Prejudice-related incidents are recorded and addressed
- Progress towards equality objectives is reported annually to the Governing Body
- Information is published on the school website
- Staff receive regular training on equality and diversity

Addressing Breaches

Any breaches of this policy, including discrimination, harassment and/or bullying, will be dealt with seriously and managed in line with school disciplinary or behaviour procedures. Support will be provided to those affected, and appropriate actions will be taken to prevent recurrence.

Related Policies

This policy should be read alongside:

- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding Policy
- SEND Policy
- Code of Conduct
- Safer Recruitment Policy
- Accessibility Policy

Review

This policy and our equality objectives will be reviewed annually, with the next review due by January 2026.