



Pinnacle AP: Equality and Diversity Policy for Alternative Education Provision

Policy Statement

Pinnacle AP is committed to creating an inclusive and equitable environment where all learners, staff, and visitors are treated with dignity and respect. We believe that diversity enriches our alternative education provision and strengthens our ability to meet the unique needs of every individual. This policy outlines our commitment to promoting equality and challenging discrimination in all its forms.

Scope

This policy applies to all aspects of Pinnacle AP's alternative education provision, including:

- Learner recruitment, admission, and progression
- Curriculum design and delivery
- Assessment and feedback
- Pastoral care and support
- Staff recruitment, employment, and development
- Partnerships with external agencies and organisations
- Use of facilities and resources

Principles

Pinnacle AP is committed to upholding the following principles:

1. **Equality:** Ensuring that everyone has equal opportunities and is not disadvantaged or discriminated against due to their protected characteristics.
2. **Diversity:** Recognizing and valuing the differences that individuals bring to our provision, including differences in background, experiences, and perspectives.
3. **Inclusion:** Creating an environment where everyone feels welcome, supported, and able to participate fully and reach their potential.
4. **Fairness:** Ensuring that all decisions and actions are made objectively and without bias.
5. **Respect:** Treating everyone with courtesy, dignity, and consideration.

Protected Characteristics



Pinnacle AP will not tolerate discrimination, harassment, or victimization based on any of the following protected characteristics, as defined by the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including colour, nationality, and ethnic or national origins)
- Religion or Belief
- Sex
- Sexual Orientation

Aims of the Policy

This policy aims to:

- Eliminate discrimination, harassment, and victimization.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not.
- Foster good relations between people who share a relevant protected characteristic and people who do not.
- Create a learning and working environment free from prejudice, discrimination, and stereotyping.
- Promote an understanding of the benefits of diversity.
- Ensure that all learners have access to a broad and balanced curriculum that meets their individual needs and promotes their personal development.
- Provide appropriate support and reasonable adjustments for learners and staff with disabilities.
- Challenge inappropriate language, behaviour, and attitudes.

Responsibilities

All Staff:

- Are responsible for upholding the principles of this policy and behaving in a manner that promotes equality and diversity.
- Must challenge discriminatory behaviour and report any incidents of discrimination, harassment, or victimization to a senior member of staff.
- Should participate in equality and diversity training.

Senior Leadership Team:



- Is responsible for the overall implementation, monitoring, and review of this policy.
- Will ensure that all staff receive appropriate training and support.
- Will investigate all reported incidents of discrimination, harassment, or victimization promptly and thoroughly.
- Will promote a culture of equality and diversity within Pinnacle AP.

Learners:

- Are expected to treat others with respect and dignity, regardless of their background or protected characteristics.
- Should report any incidents of discrimination, harassment, or victimization to a member of staff.

Breaches of Policy

Any breach of this policy by staff may result in disciplinary action, up to and including dismissal. Any breach of this policy by learners will be addressed through Pinnacle AP's behaviour management policy, which may include disciplinary action.

Monitoring and Review

This policy will be reviewed annually by the Senior Leadership Team to ensure its effectiveness and compliance with current legislation and best practice. The review will include an assessment of our progress in achieving our equality objectives and identifying areas for improvement.

Further Information

For further information or to report a concern, please contact Rhonda Thomas DSL

Reviewed 5/5/2026

New review date 5/5/2027