

Evolution Education

Equality, Inclusion & Anti-Discrimination Policy (2026–2027)

1. Purpose of the Policy

Evolution Education is committed to providing a safe, inclusive, and respectful environment where all students are valued and supported to achieve their potential.

This policy outlines our responsibilities and approach under the following legislation and guidance:

- Equality Act 2010
- SEND Code of Practice (2015)
- Keeping Children Safe in Education (KCSIE 2025)
- DfE Alternative Provision Guidance (2025)
- LBBD Alternative Provision Quality Standards

Our aim is to ensure that every student can access education, make progress, and feel safe, regardless of background, identity, or protected characteristics.

2. Our Commitment

Evolution Education is committed to:

- Treating all individuals with dignity and respect
- Eliminating discrimination, harassment, and victimisation
- Supporting students with identified or emerging needs
- Making reasonable adjustments where required
- Ensuring equity in access to curriculum, support, and enrichment
- Challenging discriminatory language or behaviour
- Creating a culture of belonging, positive identity, and self-belief

We operate a **zero-tolerance approach** to discriminatory behaviour.

3. Protected Characteristics

In line with the Equality Act 2010, Evolution Education recognises and protects the following characteristics:

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

Any discriminatory behaviour relating to these characteristics is challenged, recorded, and addressed.

4. Roles and Responsibilities

Chief Executive Officer (DSL)

The Chief Executive Officer is responsible for:

- Ensuring compliance with equality legislation
- Overseeing safeguarding and discrimination-related incidents
- Ensuring staff training remains current and effective

Centre Manager (Deputy DSL)

The Centre Manager is responsible for:

- Day-to-day implementation of this policy
- Monitoring behaviour and incident logs
- Supporting and reviewing reasonable adjustments

Pathway Leads

Pathway Leads are responsible for:

- Ensuring fair access to curriculum and interventions
- Monitoring reintegration and destination outcomes
- Supporting inclusive practice within pathways

All Staff

All staff are expected to:

- Uphold this policy at all times
- Model respectful and inclusive behaviour
- Challenge discriminatory language or actions
- Record and report concerns promptly via Bromcom

5. Reasonable Adjustments

Evolution Education makes appropriate reasonable adjustments for students who require additional support, including:

- Adapted learning approaches
- Movement breaks
- Sensory adjustments
- Access to quiet spaces
- Mentoring and key-worker support
- Behaviour scaffolding
- Additional adult supervision or support

Adjustments are documented within each student's:

- Student Passport
- Individual Education Plan (where applicable)
- Reintegration Plan (KS3)
- Destination Plan (KS4)

6. Curriculum and Inclusion

Students at Evolution Education access an inclusive and flexible curriculum, which may include:

- Tailored KS3 and KS4 pathways
- Purple Ruler for core subjects
- SEMH support
- Mentoring and wellbeing provision
- AQA Unit Awards
- Vocational curriculum pathways
- PSHE and wellbeing education
- Structured sports programmes

No student is disadvantaged academically due to their needs, background, or personal circumstances.

7. Discriminatory Incidents

Any incident involving discrimination will be:

1. Responded to immediately
2. Recorded on Bromcom
3. Reported to the parent (referring) school
4. Discussed through Thrive or multi-disciplinary processes
5. Reviewed and reflected in future planning (e.g. ILP or Student Passport updates)

Serious incidents may be escalated through safeguarding procedures or to external agencies where appropriate.

8. Staff Training

All staff receive training appropriate to their role, including:

- Level 3 Safeguarding
- Designated Safeguarding Lead training (where applicable)
- Equality, inclusion, and diversity training
- Prevent Duty training
- SEND awareness
- De-escalation and behaviour management training

Training compliance is monitored and reviewed regularly.

9. Complaints Relating to Discrimination

Complaints relating to equality or discrimination should be submitted in writing to:

admin@evolution-sportsgroup.com

or

info@evolution-sportsgroup.com

All complaints are managed in line with the Evolution Education Complaints Policy.

10. Monitoring and Review

This policy is reviewed annually to ensure compliance with statutory guidance and Alternative Provision best practice.

Oversight is provided by:

- Chief Executive Officer (DSL)
- Centre Manager (Deputy DSL)
- Mayesbrook Park School (governance oversight)
- London Borough of Barking and Dagenham (AP monitoring)

Last Reviewed: January 2026

Next Review Due: January 2027

Approved by:

Evolution Education Senior Leadership Team