

# Equality, Diversity & Inclusion Policy

## Beyond Limits Learning & Wellbeing Equality, Diversity & Inclusion (EDI) Policy

### 1. Statement of Commitment

Beyond Limits Learning & Wellbeing is committed to providing a safe, inclusive and non-discriminatory environment for all young people, families, tutors and visitors. We celebrate individuality and believe every young person deserves to be treated with dignity, respect and fairness.

### 2. Legal Framework

This policy reflects our duties under the Equality Act 2010. We do not discriminate on the basis of:

- age
- disability
- race or ethnicity
- sex or gender
- gender reassignment
- religion or belief
- sexual orientation
- pregnancy or maternity
- marriage or civil partnership

### 3. Our Approach

We ensure equality through:

- personalised support for learners with diverse needs
- inclusive teaching and accessible resources
- respect for cultural, linguistic and personal identity
- a therapeutic, person-centred ethos that values the whole child
- challenging discriminatory behaviour or language
- staff training in equality and diversity
- working closely with families to understand individual needs

### 4. Learner Experience

Every learner at Beyond Limits will:

- be valued as an individual
- have access to a personalised curriculum
- be supported to express themselves safely

- have their strengths recognised and nurtured
- be protected from discrimination, harassment or victimisation

### **5. Reporting Concerns**

If a parent, learner or professional has a concern relating to equality, it can be raised through our Complaints Policy or directly with a member of the leadership team.

### **6. Monitoring and Review**

This policy is reviewed annually to ensure our practice remains inclusive and reflects the needs of our learners and community.

Approved By

Simon Agius

Director

01/09/2025