

QMX ACADEMY

Equality and Diversity

Last Updated

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1. Policy Statement

QMX Academy is committed to providing an inclusive and respectful learning environment where all individuals are treated fairly and with dignity, regardless of their background, identity, or circumstances. We promote equality of opportunity and actively work to eliminate discrimination, harassment, and victimisation in all forms.

2. Legal Framework

This policy is guided by the following legislation:

- Equality Act 2010
 - Human Rights Act 1998
 - SEND Code of Practice
 - Children and Families Act 2014
 - Public Sector Equality Duty (PSED)
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3. Scope

This policy applies to:

- All staff, students, and volunteers
 - Contractors and visitors on-site
 - Activities carried out under the name of QMX Academy, both on and off-site
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4. Aims of the Policy

- To ensure equality of opportunity for all learners and staff
- To embed inclusive practices across curriculum, culture, and community
- To create a welcoming environment for those from all ethnicities, genders, sexual orientations, faiths, abilities, and socioeconomic backgrounds
- To prevent and respond effectively to any form of discrimination or prejudice

5. Protected Characteristics

In line with the Equality Act 2010, QMX Academy recognises the following protected characteristics:

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

Leadership and Management

- The Director holds overall responsibility for equality and diversity.
- All policies and procedures are reviewed through an inclusive lens.
- Data is collected and analysed to monitor and improve equality outcomes.

Staff Responsibilities

- All staff are expected to uphold this policy through inclusive teaching and fair practice.
- Staff receive ongoing training on equality, unconscious bias, and inclusive safeguarding.

Students

- Students are expected to respect one another's differences and contribute to a supportive, safe community.
 - Discriminatory behaviour is challenged and addressed immediately.
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7. Inclusive Curriculum and Provision

- Learning materials reflect the diversity of the community and wider society.
 - Teaching strategies are adapted to meet varied learning needs, including for SEND students.
 - Cultural celebrations, awareness weeks, and inclusive assemblies are embedded in the yearly calendar.
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8. Tackling Discrimination

- Discriminatory language, actions, or attitudes are not tolerated.
 - Any incidents are investigated and addressed in line with the **Behaviour Policy** and **Safeguarding Procedures**.
 - Students are supported to reflect and learn from incidents in a restorative way.
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9. Monitoring and Review

- We review this policy annually, including feedback from staff, learners, and families.
 - Equality objectives will published and updated as part of our strategic plan.
 - Progress is monitored through data on participation, achievement, and behaviour by group.
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10. Support and Reporting

- Students or staff who feel they have experienced or witnessed discrimination can report concerns confidentially to the Safeguarding Lead or Director.
 - Reasonable adjustments are made where appropriate to support inclusion.
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11. Contact Information

Equality and Inclusion Lead

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