

Equality and diversity

1. Introduction

At Turning Point Leeds (TPL), we are committed to promoting equality and celebrating diversity within our community. We believe that every individual should be treated with respect, fairness, and dignity, regardless of their background or personal characteristics. This policy sets out our commitment to creating an inclusive environment where everyone feels valued and supported to achieve their full potential.

2. Scope

This policy applies to all members of the TPL community, including pupils, staff, parents/carers, and visitors. It covers all aspects of TPL life, including admissions, curriculum delivery, behaviour, staff recruitment, training, and development.

3. Principles

- Respect and dignity: We respect the rights, beliefs, and values of all individuals and treat everyone with courtesy and dignity.
- Fairness and justice: Decisions and actions will be fair, transparent, and free from bias.
- Inclusion and accessibility: We work to remove barriers to participation and ensure all pupils, including those with SEND and LAC, have equal access to opportunities.
- Celebration of diversity: We recognise the richness that different backgrounds, cultures, and perspectives bring to our community.
- Protected characteristics: In line with the Equality Act 2010, TPL will not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

4. Admissions

TPL ensures its admissions process is fair, transparent, and free from discrimination.

Admissions criteria are applied consistently, and reasonable adjustments are made for pupils with disabilities, EHCPs, or other support needs. Looked After Children (LAC) will be supported in line with statutory guidance and local authority expectations.

5. Curriculum and Teaching

TPL delivers PSHCE sessions that reflect the diversity of society and promotes respect for different cultures, beliefs, and identities. Lessons and activities are designed to be inclusive and to represent the backgrounds of all pupils.

6. Staff Recruitment and Development

TPL is an equal opportunities employer. Recruitment processes are transparent, merit-based, and free from discrimination on the basis of any protected characteristic. Staff receive training to raise awareness of equality and diversity and to embed inclusive and restorative practices in daily work.

7. Discrimination and Harassment

TPL does not tolerate discrimination, harassment, or victimisation of any kind. All incidents will be taken seriously, investigated promptly, and dealt with in line with appropriate procedures. Wherever safe and appropriate, restorative approaches will be used to repair harm, rebuild relationships, and strengthen community trust.

8. Accessibility

TPL is committed to making its premises, facilities, and services accessible to all. Reasonable adjustments will be made to meet the needs of individuals with disabilities, in line with legal requirements and best practice.

9. Monitoring and Review

TPL monitors the implementation of this policy to ensure effectiveness and improvement. Anonymised equality data may be shared with local authorities to evidence compliance. The policy is reviewed annually and updated to reflect changes in legislation and community needs.

10. Communication and Training

This policy is communicated to all staff, pupils, and parents/carers. Training is provided where appropriate to ensure equality and diversity principles are understood and embedded in practice.

11. Conclusion

TPL is committed to equality, diversity, and inclusion in every aspect of its operations. By embedding restorative and inclusive practices, we aim to create an environment where everyone feels valued, respected, and empowered to succeed.

Written: August 2025

Next Review: August 2026