



Move the Mind Learning AP Ltd
Lyndhurst
Lipyeate
Holcombe
BA35EN

Registered company-16511536

Equality Policy

1. Statement of Intent

MtM Learning AP Limited is committed to promoting equality, diversity, and inclusion for all children and young people, staff, volunteers, families, and visitors. We aim to create a safe, welcoming, and supportive farm-based learning environment where everyone is valued, respected, and able to reach their potential.

We recognise that many of the children and young people attending our provision have additional needs and may have experienced barriers to education. Our practice actively seeks to remove these barriers and promote fairness and opportunity for all.

2. Scope of the Policy

This policy applies to:

- All children and young people attending the provision
- All staff, volunteers, contractors, and visitors
- All activities, including education, care, farm-based learning, outdoor activities, and off-site visits

3. Legal Framework

This policy is informed by:

- The Equality Act 2010
- Special Educational Needs and Disability (SEND) Code of Practice
- Children and Families Act 2014
- Human Rights Act 1998

We recognise and protect the following **protected characteristics**:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (including ethnicity, nationality, and culture)
- Religion or belief
- Sex
- Sexual orientation

4. Our Aims

We aim to:

- Promote equality of access and opportunity for all learners
- Eliminate discrimination, harassment, and victimisation
- Foster positive attitudes and relationships
- Support individual needs through reasonable adjustments
- Celebrate diversity and promote mutual respect

5. Admissions and Access

- No child or young person will be treated less favourably due to a protected characteristic.
- Placements are offered based on individual need, risk assessment, and the provision's ability to safely support the child.
- Reasonable adjustments will be made to ensure access to learning, facilities, and activities wherever practicable.

6. Teaching, Learning, and Farm Activities

- Learning activities are adapted to meet individual needs, abilities, and learning styles.
- Farm-based tasks are risk assessed and differentiated to ensure safe participation.
- Staff use trauma-informed, inclusive, and strengths-based approaches.

- Cultural, religious, and sensory needs are respected (e.g. clothing, food, routines, and animal interaction).

7. Behaviour, Bullying, and Discrimination

- Discriminatory language or behaviour is not tolerated.
- Any incidents of bullying or discrimination are taken seriously and addressed promptly.
- Behaviour support strategies are individualised and focus on understanding, regulation, and positive outcomes rather than punishment.

8. Staff and Volunteers

- Staff and volunteers are recruited fairly and safely.
- Ongoing training is provided in equality, SEND, safeguarding, and inclusive practice.
- All adults are expected to model respectful and inclusive behaviour at all times.

9. Accessibility and Reasonable Adjustments

We will make reasonable adjustments to:

- Physical environments (where practicable on a working farm)
- Communication methods
- Learning activities and expectations
- Policies and procedures

Risk assessments balance equality of access with health and safety requirements.

10. Monitoring and Review

- This policy is monitored regularly to ensure it remains effective and inclusive.
- Feedback from children, families, staff, and professionals is welcomed.
- The policy is reviewed annually or sooner if required due to changes in legislation or practice.

11. Complaints

Any concerns relating to equality or discrimination should be raised with the Provision Lead. Complaints will be handled in line with our Complaints Procedure and taken seriously.

Policy Approval

Approved by: N Gillard

Position: Director

Date: September 2026

Review Date: September 2027