



Equal Opportunities Policy

Policy Version Number	1.0
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Date Approved	26/08/2025
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Next Review Date:	August 2027

1. Purpose

This policy sets out our promise to provide equal opportunities and avoid unlawful discrimination. At The Hummingbird, we believe everyone deserves the opportunity to flourish regardless of background, identity, or life circumstances. This policy ensures we act with respect, safeguard equity, and have clear steps in place to uphold inclusivity.

2. Scope and Application

2.1. This policy covers:

- 2.1.1. All members of the school community: staff (current and prospective), students, volunteers, contractors, and families.
- 2.1.2. All areas of school life: recruitment, selection, career progression, learning, activities, governance, treatment, and service access.
- 2.1.3. It applies to Hummingbird as part of Beautiful Mind Learning Lab Ltd, which holds legal responsibility as the proprietor.

2.2. Definitions

- 2.2.1. "Protected Characteristics" under the Equality Act 2010 are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

3. Legal and Regulatory Framework

This policy supports and complies with the requirements of the following:

- a. The Equality Act 2010 and Public Sector Equality Duty (PSED): prohibits discrimination across protected characteristics, requires us to eliminate unfair treatment, advance equality, and foster good relations
- b. Ofsted Inspection Expectations: Ofsted assess how effectively equality and diversity are promoted in schools, how incidents are handled, and the inclusivity of training, curriculum, and extracurricular activities
- c. Independent School Standards (ISI): requires promoting pupil wellbeing, leadership accountability, equality, and community cohesion
- d. Crossfields Institute Standards: emphasises that centres promote equality, diversity, and inclusion throughout access and recruitment
- e. Also aligned with EHRC best practices for settings like ours.

4. Policy Statement

The Hummingbird Learning Lab is committed to:

- a. Equality and inclusion across all aspects of our school.
- b. Prohibiting unlawful discrimination, harassment, or bias on grounds of any protected or socio-economic characteristic.

- c. Actively promoting equity, ensuring fair access and support for everyone.
- d. Ensuring that decision-making, particularly in recruitment and progression, is based on merit, potential, and needs.
- e. Monitoring and reviewing our practices and data to ensure continuous improvement.

5. Policy Procedures

5.1. Leadership & Accountability

- 5.1.1. The Proprietor (Beautiful Mind Learning Lab Ltd) ensures overall compliance, supported by senior leadership.
- 5.1.2. The HR Lead oversees implementation, data analysis, incidents, and training.

5.2. Recruitment, Selection & Career Progression

- 5.2.1. Job descriptions and advertisements include the statement: "We welcome applications from people of all backgrounds."
- 5.2.2. Recruitment panels undergo unconscious bias awareness training.
- 5.2.3. Selection is based on fair criteria: qualifications, experience, capability.
- 5.2.4. Applicants with protected characteristics are offered reasonable adjustments. E.g., accessible materials or formats.
- 5.2.5. Career progression is open to all eligible staff; promotion decisions are made transparently and fairly.

5.3. Learning & School Environment

- 5.3.1. Curriculum and resources reflect diversity and celebrate multiple identities, promoting understanding of protected characteristics.
- 5.3.2. Extra-curricular activities are inclusive and accessible to all students.
- 5.3.3. We cultivate a culture of respect and belonging, encouraging all voices to be listened to.

5.4. Handling Incidents & Supporting Individuals

- 5.4.1. We respond promptly and fairly to complaints or incidents of discrimination or harassment.
- 5.4.2. A clear reporting and investigation process is detailed in our Grievance and Whistleblowing policies, including an appeals mechanism.
- 5.4.3. Support and remediation are offered sensitively and with confidentiality.

5.5. Training & Awareness

- 5.5.1. All staff (and governors, where relevant) receive induction on equal opportunities and inclusive practice.
- 5.5.2. Training is refreshed regularly, at least annually, and tailored to role-specific needs.

- 5.5.3. Staff are expected to demonstrate inclusive behaviour and report concerns.

5.6. Monitoring, Data & Review

- 5.6.1. We collect and analyse data (e.g., application demographics, recruitment outcomes, staff progression, student involvement) by protected characteristic or background.
- 5.6.2. Equality Impact Assessments are conducted when introducing new policies or major changes.
- 5.6.3. Annual reporting on equality performance is published, along with measurable equality objectives (reviewed every four years)

5.7. Fostering Good Relations

- 5.7.1. Community initiatives encourage dialogue and understanding across different groups.
- 5.7.2. Curriculum and events proactively address themes of diversity, empathy, and mutual respect.

6. Contact Details

- 6.1. Please get in touch with the HR Lead by email to raise concerns, ask questions or seek clarification regarding the policy.
- 6.2. In the event of a complaint being made against the Head, the individual should contact the Chair of Governors by email rather than the HR Lead.

7. Related Policies and Documents

- a. Recruitment and Safer Recruitment Policy
- b. Grievance Policy and Procedure
- c. Whistleblowing Policy and Procedure
- d. Complaints Procedure
- e. Data Protection Policy
- f. Accessibility and SEND Policy

8. Statement of Relationship with Beautiful Mind Learning Lab

*The Hummingbird Learning Lab is operated by Beautiful Mind Learning Lab Ltd.
(Registered Company Number 16196748)*