EQUALITY, DIVERSITY & INCLUSION POLICY 2025–2026

Organisation: Manchester Top Team Youth Project (MTTYP)

Reviewed: 1 September 2025

Next Review: 1 September 2026

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1. Policy Statement

MTTYP is committed to encouraging equality, diversity, and inclusion among our workforce and service delivery, and eliminating unlawful discrimination.

We ensure that no pupil, job applicant, employee, or volunteer receives less favourable treatment on the grounds of the **Protected Characteristics** under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation.

2. Aims in Alternative Provision

- Create an environment free of bullying, harassment, victimization, and unlawful discrimination.
- Provide tailored alternative provision pathways that accommodate individual learning styles, cultural backgrounds, physical needs, and neurodiversity.
- Promote respect for differences and celebrate diverse cultures through mentoring, enrichment activities, and personal development programmes.
- Make reasonable adjustments for pupils and staff with disabilities or SEND needs.

3. Responsibilities & Enforcement

- **Leadership (DSL & DDSL):** Lead by example, ensure fair recruitment, investigate discriminatory incidents immediately, and monitor service access.
- **Staff & Volunteers:** Treat all pupils, colleagues, and visitors with respect, challenge inappropriate language or behavior, and report discriminatory bullying under the Anti-Bullying Policy.
- **Breaches:** Discriminatory behavior or harassment by staff will lead to disciplinary action. Discriminatory behavior by pupils will be managed through educational support and Positive Behaviour Support interventions.