



Equality & Diversity Policy

The Odyssey Hub Ltd

1. Statement of Commitment

The Odyssey Hub Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our provision. We recognise our duties under the [Equality Act 2010](#) and are dedicated to ensuring that all learners, staff, families, and commissioners are treated fairly, with dignity and respect.

We actively seek to remove barriers to participation, particularly for learners with special educational needs, disabilities, and mental health needs.

2. Scope

This policy applies to:

- All learners attending provision.
- All staff, volunteers, and contractors.
- All external venues used for delivery.
- All commissioning partners, families, and visitors.

3. Principles

Provision is delivered in a professional, culturally sensitive and religiously respectful manner, recognising and valuing the beliefs, backgrounds, and identities of all learners and families.

- Equality of opportunity is central to our values.
- Diversity is celebrated and respected.
- Discrimination, harassment, or victimisation will not be tolerated.
- Accessibility is a priority when selecting and using external venues.
- Provision is tailored to individual needs, including SEMH, ASD, and anxiety.

4. Venue Accessibility

Because The Odyssey Hub Ltd uses external venues:

- Venues must be assessed for wheelchair access, including ramps, lifts, and accessible toilets.
- Venues must provide safe access for learners with mobility needs.



- Venues should be suitable for learners with sensory needs (e.g. quiet spaces, reduced noise levels, appropriate lighting).
- Venue providers are required to share accessibility information before use.
- Where a venue cannot meet accessibility needs, alternative arrangements will be made.

5. Inclusive Practice

All staff and volunteers receive appropriate training to ensure services are delivered in a non-discriminatory, inclusive, and respectful way, and that learners are treated with dignity at all times.

- Activities are planned to be accessible to all learners, regardless of ability or background.
- Staff are trained in trauma-informed and inclusive approaches.
- Reasonable adjustments are made for learners with disabilities or additional needs.
- Learners are encouraged to share their needs and preferences so provision can be adapted.
- Student profiles are set up to provide a full picture of the learner's needs and triggers, gathered from school records and family/carer input.

6. Responsibilities

- **Board of Directors:** Ensures compliance with the [Equality Act 2010](#).
- **Equality & Diversity Lead:** Oversees accessibility checks, staff training, and monitoring.
- **Staff:** Responsible for implementing inclusive practice and reporting barriers.
- **Venue Providers:** Required to maintain accessible facilities and cooperate with The Odyssey Hub Ltd.

7. Monitoring and Review

- Equality and diversity are monitored through learner feedback, staff reflection, and commissioner reviews.
- Accessibility of venues is checked before each new programme begins.
- Complaints relating to equality or accessibility are handled under the Complaints Policy.
- Policy reviewed annually, or sooner if legislation or venue arrangements change.

8. Outcomes

Through this policy, The Odyssey Hub Ltd aims to:



- Ensure all learners can access provision safely and meaningfully.
 - Promote respect and understanding across diverse groups.
 - Demonstrate compliance with statutory duties.
 - Build trust with families, commissioners, and communities.
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Organisation: The Odyssey Hub

Contact: info@odysseyhub.co.uk | 01473 875127

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