



Knights Care Farm LLP

Equality Information and Objectives Statement

(In line with the Public Sector Equality Duty)

1. Introduction

Knights Care Farm LLP is fully committed to the promotion of equality, diversity and inclusion for all staff, students, volunteers, and visitors. We are dedicated to ensuring that our provision is a safe, respectful, and inclusive space for everyone, regardless of their background or characteristics.

We welcome our duties under the Equality Act 2010, specifically the **Public Sector Equality Duty**, which requires all education providers to:

1. Eliminate unlawful discrimination, harassment and victimisation
 2. Advance equality of opportunity between people who share a protected characteristic and those who do not
 3. Foster good relations between people who share a protected characteristic and those who do not
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2. Our Commitment

At Knights Care Farm LLP we aim to:

- Provide an inclusive, safe, and supportive learning environment where all individuals are valued and respected
- Ensure equality of access to educational opportunities for all learners who meet our admissions criteria
- Challenge all forms of discrimination, bullying, or unfair treatment
- Make reasonable adjustments where required to ensure access and participation for all
- Promote understanding and celebration of difference

We recognise that equality is not about treating everyone the same, but about giving everyone equal access and opportunities to succeed.

3. Protected Characteristics

Under the Equality Act 2010, we are committed to protecting individuals with the following protected characteristics:

- Age



- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Equality Objectives (Reviewed every 4 years)

Our current equality objectives are:

1. **To ensure our curriculum, facilities and policies promote and reflect equality, inclusion and accessibility.**
We will regularly review our content, teaching approaches, and facilities to make sure they are inclusive and free from bias.
2. **To monitor the participation, progress, and wellbeing of students with protected characteristics.**
We will track access, outcomes, and experiences of students to ensure equity in educational opportunity and support.
3. **To continue to provide staff and volunteers with training to raise awareness and confidence around diversity, discrimination and inclusive practices.**
This includes safeguarding, anti-bullying, disability awareness, and LGBTQ+ inclusion.
4. **To actively promote a zero-tolerance approach to discrimination, harassment and bullying.**
All staff and students are expected to uphold and model inclusive behaviour.

5. Implementation and Monitoring


- Equality objectives are embedded within our organisational development, safeguarding, and curriculum planning
- All policies, including Admissions, Behaviour, and Recruitment, are reviewed for equality impact
- Any concerns or complaints relating to discrimination or unfair treatment are managed under our complaints or safeguarding procedures



6. Responsibility

The Knights Care Farm Leadership Team is responsible for the implementation of this statement. The **Designated Lead for Equality** is:

Emily Knight – Partner

 07958 548009

We will review and update this statement every **four years**, or sooner if legislation or guidance changes.