

## Equality, Diversity, and Inclusion Policy

Equality, Diversity, and Inclusion Policy	
Version No	2
Operational from	September 2024
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Policy Approved by	Judith Allen – CEO
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## General Statement

Educationwise Academy is committed to advancing equality, diversity, and inclusion for all learners, employees, and stakeholders. We aim to create and maintain conditions where everyone is treated with respect, dignity, and fairness, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), or sexual orientation. We will ensure this commitment extends to all areas of our operations, including partnerships, supply chains, and procurement processes. Our goal is to foster a culture where diversity is celebrated, and every individual has the opportunity to thrive.

## Reference to the Equality Act 2010

Educationwise Academy recognises its obligations under the Equality Act 2010. We promote equality of opportunity and are committed to treating all individuals fairly in all aspects of employment, service provision, and educational delivery. We will continually review our policies and practices to ensure they align with current legislation and promote equality and diversity effectively.

## Our Commitment to Equality, Diversity, and Inclusion

Educationwise Academy is committed to:

1. **Eliminating Discrimination:** We will actively work to eliminate discrimination in all areas of training delivery and workplace interactions. We promote positive relations between different groups and create an environment where learners and staff are free from harassment and intimidation.
2. **Promoting Participation:** We encourage learners and staff from diverse backgrounds to engage in a wide range of courses and employment opportunities. Appropriate support is provided to meet the unique needs of each individual.
3. **Celebrating Diversity:** We recognise and celebrate the contributions of all individuals, regardless of their background, culture, religion, ability, gender, race, or sexual orientation.
4. **Accessibility and Reasonable Adjustments:** We will make reasonable adjustments to ensure that all learners and staff can access and succeed in their learning and work environments. These adjustments will not weaken or compromise the required learning outcomes but will reflect each individual's normal way of working.

## Responsibilities

The Senior Leadership Team is responsible for promoting and implementing this EDI Policy across the organisation, ensuring equality of opportunity for all staff, learners, and stakeholders. Specific responsibilities include:

- Ensuring that all aspects of the policy are applied consistently in recruitment, training, and operations.
- Providing appropriate resources and accommodations to meet the diverse needs of learners and staff.
- Regularly reviewing and updating this policy to reflect any changes in legislation or organisational priorities.

## Learner Responsibilities

Learners are expected to:

- **Embrace Diversity:** Respect and acknowledge the differences between themselves and others.
- **Respect Others:** Treat all staff, tutors, and fellow learners with professionalism, courtesy, and dignity.
- **Challenge Discrimination:** If learners experience or witness discrimination, they should report it to their tutor or the relevant staff member and contribute to a positive and inclusive learning environment.

## Support for Learners

Educationwise Academy is committed to providing all learners with the support they need to feel valued and included. If you believe you have been treated unfairly or discriminated against, you can:

- Speak with your tutor or mentor for immediate support.
- Use the grievance process to raise concerns, which will be handled confidentially and swiftly.

## Evaluation and Monitoring

Educationwise Academy will monitor and evaluate the effectiveness of this policy through its quality assurance framework. The Self-Assessment Report (SAR) and key performance indicators will guide changes where necessary. Participation, retention, and success rates will be reviewed regularly to ensure that any barriers to inclusion are identified and addressed.

## Complaints

We are committed to addressing any complaints related to equality, diversity, and inclusion promptly and effectively. If you believe you have been treated unfairly or discriminated against, you can:

1. **Report the issue:** Speak to your tutor, manager, or mentor.
2. **Raise in the appropriate channel:**
  - **Internally:** follow the procedure outlined in the Grievance policy.
  - **External/Learners** Formal complaints can be raised confidentially through the appropriate channels, and we will ensure swift resolution in accordance with the Data Protection Act. Complaints can be submitted directly to Nick Preston at [npreston@education-wise.org](mailto:npreston@education-wise.org) or by calling 0117 379 0450.

## Review Cycle

This policy will be reviewed annually to ensure it remains relevant and reflects current legal and organisational needs. Reviews will involve input from learners, staff, and external stakeholders where appropriate.