

## Equality, Diversity, and Inclusion Policy

Equality, Diversity, and Inclusion Policy	
Version No	2
Operational from	September 2025
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Review date	September 2026

## General Statement

Educationwise is committed to advancing equality, diversity, and inclusion (EDI) for all learners, employees, employers, and stakeholders. We aim to create and maintain conditions where everyone is treated with respect, dignity, and fairness, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), or sexual orientation. We also recognise socio-economic disadvantage as a potential barrier to opportunity. Our commitment extends across all operations, including partnerships, supply chains, and procurement processes. We celebrate diversity and aim to provide an inclusive environment where every individual has the opportunity to thrive.

## Reference to the Equality Act 2010

Educationwise recognises its obligations under the Equality Act 2010. We promote equality of opportunity and are committed to treating all individuals fairly in employment, service provision, and educational delivery. We will regularly review policies and practices to ensure alignment with current legislation and effective promotion of equality and diversity.

## Our Commitment to Equality, Diversity, and Inclusion

Educationwise is committed to:

1. **Eliminating Discrimination:** Actively preventing discrimination, harassment, and victimisation in all areas of training delivery, workplaces, and organisational practice.
2. **Promoting Participation:** Encouraging learners and staff from diverse backgrounds to engage in opportunities, with support tailored to meet individual needs.
3. **Celebrating Diversity:** Recognising and valuing the contributions of all individuals, regardless of background, culture, religion, ability, gender, race, or sexual orientation.
4. **Accessibility and Reasonable Adjustments:** Making reasonable adjustments to remove barriers and support individuals to achieve their potential. Adjustments will reflect each person's normal way of working and learning.
5. **Embedding EDI in Teaching and Learning:** Ensuring that equality, diversity, and inclusion are considered in curriculum design, delivery, and assessment.
6. **Inclusive Language and Behaviour:** Expecting all staff and learners to use inclusive and respectful language at all times. Training and guidance will be provided to support this.

## 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. Responsibilities include:

- Ensuring consistent application of this policy in recruitment, training, and operations.
- Providing appropriate resources and accommodations to meet the diverse needs of learners and staff.
- Monitoring workplaces in partnership with employers to ensure apprentices are supported in inclusive environments.
- Regularly reviewing and updating the policy to reflect changes in legislation or organisational priorities.
- Providing training for staff on equality, diversity, and inclusion, including unconscious bias, cultural awareness, and inclusive practices. **All staff complete EDI training at induction and refresher training annually**, with records maintained.
- Embedding EDI awareness into learner inductions to promote inclusive behaviours from the outset.

## Learner Responsibilities

Learners are expected to:

- **Embrace Diversity:** Respect and acknowledge differences between themselves and others.
- **Respect Others:** Treat all staff, tutors, and fellow learners with professionalism, courtesy, and dignity.
- **Challenge Discrimination:** Report discrimination or harassment to their tutor or a member of staff to help create a positive and inclusive learning environment.

## Support for Learners

Educationwise is committed to supporting all learners 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 promptly.

## Evaluation and Monitoring

The effectiveness of this policy will be monitored and evaluated through the organisation's quality assurance framework. This includes:

- Reviewing participation, retention, and achievement rates across protected characteristics and socio-economic background.
- Identifying and addressing trends, inequalities, or barriers to participation.
- Gathering learner, staff, and employer feedback on EDI practices.
- Reporting findings through the Self-Assessment Report (SAR) and key performance indicators.

## Complaints

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

1. Speak to your tutor, manager, or mentor.
2. Raise the issue formally:
  - **Internally:** Follow the procedure outlined in the Grievance Policy.
  - **Externally:** Learners may raise formal complaints confidentially through appropriate channels. Complaints can also be submitted directly to **Nick Preston** at [npreston@education-wise.org](mailto:npreston@education-wise.org) or by calling 0117 379 0450.
3. **Whistleblowing:** Serious concerns about discriminatory practice may also be reported through the Whistleblowing Policy, which provides a confidential alternative for raising issues of malpractice, discrimination, or harassment.

## Review Cycle

This policy will be reviewed annually to ensure it reflects current law, organisational needs, and feedback from learners, staff, employers, and stakeholders.