

Equality, Diversity & Inclusion (EDI) Policy

Date: 30/09/2025

Review Date: 30/09/2026

1. Statement of Commitment

B. Education promotes equality of opportunity and values diversity. We believe every child and adult deserves respect, inclusion, and the opportunity to thrive regardless of background, identity, or circumstance.

2. Legal Framework

This policy is informed by the Equality Act 2010 and the Public Sector Equality Duty (PSED), which protect against discrimination on grounds of:

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

- Create an inclusive environment for all learners and staff.
 - Eliminate discrimination, harassment, and victimisation.
 - Promote positive attitudes and mutual respect.
 - Ensure reasonable adjustments are made for learners with SEND or health needs.
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4. Responsibilities

- All staff and tutors must model inclusive behaviour and language.
 - The Director monitors equality outcomes and investigates any discrimination complaints.
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5. Monitoring

Equality and inclusion are monitored through feedback, safeguarding reports, and pupil progress reviews.

