

Equality & Diversity Policy

Effective/ Review Date: November 2025

Approved by: Head of Centre

Next Review Date: November 2026

1. Purpose

2WARDS LIMITED is committed to creating an inclusive, respectful, and supportive environment for all learners, staff, contractors, volunteers, and visitors. This policy outlines the Academy's responsibility to prevent discrimination, promote equality of opportunity, and celebrate diversity in alignment with UK legislation, including the Equality Act 2010.

2. Scope

This policy applies to all activities of the Academy, including:

- Recruitment and employment practices
- Admissions, teaching, assessment, and learner progression
- Learner support services
- Procurement and partnerships
- Events, workshops, and all educational delivery

3. Policy Statement

2WARDS LIMITED will:

- Promote equality, inclusivity, and fair treatment for everyone.
- Eliminate all forms of discrimination, harassment, bullying, and victimisation.
- Encourage awareness and celebration of cultural, religious, and learning differences.
- Provide equal access to learning, training, and assessment opportunities.
- Ensure accessibility and reasonable adjustments for learners and staff.
- Embed equality and diversity in all policies, decisions, and operational processes.

4. Protected Characteristics & Groups Covered

In alignment with the Equality Act 2010, the Academy protects individuals from discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief (including lack thereof)
- Sex (gender)

- Sexual orientation

Additional groups protected under this policy include:

- **Staff classifications:** permanent, fixed-term, temporary, consultants, volunteers, and apprentices
- **Learner classifications:** full-time, part-time, apprenticeship, and distance/online learners
- Contractors, suppliers, visitors, governing body members, and strategic partners

5. Legislative Compliance

The Academy adheres to all relevant statutory requirements and guidance, including but not limited to:

- Equality Act 2010
- Data Protection Act 2018/ UK GDPR
- Human Rights Act 1998
- Health and Safety at Work Act 1974

6. Roles & Responsibilities

Senior Leadership

- Ensure equality objectives are embedded strategically.
- Provide resources to support inclusivity and accessibility.

Staff

- Use inclusive teaching, communication, and assessment practices.
- Recognise and respond to cultural, religious, disability, or learning needs.
- Complete mandatory Equality, Diversity & Unconscious Bias training.
- Report concerns or incidents of discrimination.

Learners

- Conduct themselves respectfully toward others.
- Inform the Academy of any support requirements.
- Participate in promoting equality and cultural awareness.

7. Implementation & Good Practice

- **Training & Development:** All personnel, including contractors and volunteers, will receive equality, diversity training; unconscious bias awareness, cultural awareness, regular refreshers.
- **Inclusive Recruitment:** Utilise diverse selection panels; publicise opportunities through broad-reaching channels; apply equitable criteria.
- **Reasonable Adjustments & Accessibility:** Ensure appropriate accommodations for disabilities, maintain accessible facilities and learning materials, foster safe and inclusive learning spaces.
- **Curriculum & Learning:** Evaluate content for impartiality and integrate diverse perspectives, tailored learning approaches
- **Procurement & Partnerships:** Mandate equivalent equality and diversity standards for all partners and suppliers through contractual provisions.
- **Preventing Harassment & Bullying:** Enforce a zero-tolerance stance, supported by transparent reporting procedures and victim support mechanisms.

8. Complaints & Grievances

Individuals who believe they have experienced discrimination or harassment may:

- **Informal Resolution:** Engage with staff or designated equality contact to seek an amicable solution.
- **Formal Procedure:** File a complaint in accordance with the Academy's Complaints Procedure

9. Equality Impact Assessments (EIAs)

Prior to implementing or revising policies, procedures, or significant initiatives, Equality Impact Assessments will be conducted to identify potential adverse effects and formulate appropriate mitigation strategies.

10. Monitoring and Review

- This policy will undergo an annual review, or sooner if legislative or organisational changes occur.

Related documents:

- Access and Fair Assessment Policy
- Complaints Policy