



Equality, Diversity and Inclusion (EDI) Policy

Organisation: Educate 2Gether Training Ltd

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Owner: Senior Leadership Team

1. Purpose

Educate 2Gether is committed to fostering a culture of equality, diversity and inclusion (EDI) across all aspects of our operations. This policy ensures that all individuals are treated fairly, with dignity and respect, and that barriers to participation and success are actively identified and removed.

We recognise that equality is not only about compliance with legal obligations, but also about creating an inclusive environment where differences are valued and everyone can thrive.

2. Scope

This policy applies to:

- All employees, workers and contractors
- All learners and applicants
- Clients, partners and subcontractors

3. Legal Framework

This policy is underpinned by the Equality Act 2010. We will not discriminate unlawfully on the basis of the following protected characteristics:

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

We also recognise wider factors that may create disadvantage, including:

- Socio-economic background
- Care experience



- Intersectionality (overlapping disadvantages)

4. Our Commitment

We will:

- Promote a culture of inclusion, belonging and respect
- Ensure fair access to education, training and employment
- Remove barriers that prevent participation or progression
- Value diversity as a strength within our organisation
- Encourage open dialogue and diverse perspectives

5. Types of Discrimination

We do not tolerate any form of unlawful discrimination, including:

- Direct discrimination
- Less favourable treatment because of a protected characteristic.
- Indirect discrimination
- Applying a provision, criterion or practice that disadvantages a group unless objectively justified.
- Harassment
- Unwanted conduct related to a protected characteristic that violates dignity or creates an offensive environment.
- Victimisation
- Treating someone unfairly because they have raised or supported a complaint.

6. Recruitment and Selection

We are committed to fair and inclusive recruitment practices:

- Selection decisions are based on merit, skills, qualifications and experience
- Job requirements will be proportionate and non-discriminatory
- We will widen recruitment channels to attract diverse candidates
- Reasonable adjustments will be made throughout the recruitment process

This policy should be read in conjunction with the organisation's Safer Recruitment Policy, which sets out safeguarding responsibilities, vetting procedures, and pre-employment checks in line with statutory guidance.

7. Learner Experience

We will ensure that:

- All learners are assessed fairly and consistently



- Entry requirements are applied equitably
- No learner is disadvantaged due to a protected characteristic
- Inclusive teaching practices are embedded in delivery

8. Disability and Reasonable Adjustments

We are committed to supporting disabled staff and learners by:

- Making reasonable adjustments to remove barriers
- Providing accessible learning materials and environments
- Offering flexible approaches to assessment and delivery

Adjustments may include:

- Alternative formats (digital, large print, assistive technology)
- Flexible scheduling
- Adapted assessments
- Physical or digital accessibility support

9. Inclusion and Belonging

We go beyond compliance by actively promoting inclusion:

- Creating psychologically safe environments
- Encouraging participation and voice
- Recognising and celebrating diversity
- Embedding inclusive practices in curriculum and operations

10. Training and Awareness

All staff will receive appropriate training on equality, diversity and inclusion, including:

- Induction training
- Regular refresher training
- Role-specific training for managers and safeguarding leads
- Awareness of unconscious bias and inclusive practice

11. Responsibility

Responsibility for EDI sits at all levels:

- **Senior Leadership Team:** Strategic oversight and accountability
- **Managers:** Implementation and monitoring within teams
- **All Staff:** Compliance with the policy and respectful behaviour



12. Reporting Concerns

Any individual who experiences or witnesses discrimination, harassment or victimisation should report it promptly.

Reports can be made to:

- Line Manager
- Designated Safeguarding Lead
- Human Resources

All complaints will be:

- Taken seriously
- Investigated promptly and fairly
- Treated confidentially where possible

No individual will be victimised for raising a concern.

13. Monitoring and Data

We will monitor the effectiveness of this policy through:

- Recruitment and workforce data
- Learner recruitment, achievement and progression data
- Feedback from staff and learners
- Complaints and incident reporting

This data will be used to identify trends and drive continuous improvement.

14. Partners and Subcontractors

We expect all partners and subcontractors to:

- Comply with equality legislation
- Share our commitment to EDI
- Promote inclusive practices within their operations

15. Continuous Improvement

We are committed to reviewing and improving our approach to EDI by:

- Regular policy review
- Responding to feedback
- Aligning with best practice and regulatory expectations



16. Related Policies

This policy should be read alongside:

- Safeguarding Policy
- Complaints and Grievance Procedure
- Whistleblowing Policy
- Safer Recruitment Policy

End of Policy