



Equality, Diversity & Inclusion Policy

| Version 1.2 |

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1. Introduction

1.1 Staff Power Training (SPT) is unequivocally committed to fostering, advancing, and preserving a culture of equality, diversity, and inclusion. SPT believe that a diverse community of staff and learners enriches the learning experience and is essential for achieving excellence.

SPT commitment is rooted in the vibrant and diverse communities of the communities we serve and the wider UK. We aim to create a welcoming, supportive, and inclusive environment where every individual feels respected, valued, and empowered to achieve their full potential, regardless of their background or identity. SPT will not tolerate any form of discrimination, harassment, or victimisation.

2. Scope

2.1 This policy applies to all employees, contractors, volunteers, and associates of SPT who are involved in the delivery, administration, and support of training programs.

3. Legal Framework

3.1 SPT will adhere to all relevant UK legislation. The primary legal framework for this policy is the Equality Act 2010, which protects individuals from discrimination based on the following 'protected characteristics':

- *Age*
- *Disability*
- *Gender Reassignment*
- *Marriage and Civil Partnership*
- *Pregnancy and Maternity*
- *Race (including colour, nationality, and ethnic or national origins)*
- *Religion or Belief*
- *Sex*
- *Sexual Orientation*

We also recognise our duties under the Human Rights Act 1998 and other relevant legislation concerning fair treatment and opportunity.

4. Definitions

3.1 Equality: Ensuring individuals are treated fairly and given equal access to opportunities. It is not about treating everyone the same but about recognising that their needs may be different and making reasonable adjustments to remove barriers.

3.2 Diversity: Recognising, valuing, and celebrating the differences between individuals and groups of people.

3.3 Inclusion: Actively creating an environment where every individual feels a sense of belonging, is respected for who they are, and is able to participate fully in all aspects of our provision.

5. Responsibilities

5.1 The Leadership Team / Management Board is responsible for:

- Providing visible leadership on EDI and championing this policy.
- Ensuring adequate resources are allocated to implement and monitor the policy.
- Being ultimately accountable for ensuring compliance with EDI legislation.

5.2 All Staff are responsible for:

- Treating colleagues, learners, and visitors with dignity and respect.
- Actively promoting an inclusive learning and working environment.
- Undertaking mandatory EDI training.
- Challenging and/or reporting any instances of discrimination or harassment they witness.

5.3 Learners are responsible for:

- Treating fellow learners, staff, and visitors with respect and consideration.
- Adhering to the learner code of conduct, which incorporates the principles of this policy.

6. Our Commitment in Practice

6.1 Admissions and Learner Support:

- Our admissions process will be fair, transparent, and accessible to all potential learners.
- We will provide information, advice, and guidance in accessible formats.
- We will make reasonable adjustments for learners with disabilities or specific learning needs, both during the application process and throughout their course.

6.2 Teaching, Learning, and Assessment:

- We will design and deliver a curriculum that reflects diverse perspectives and experiences.
- Teaching materials and resources will be reviewed to ensure they are free from bias and stereotypes.
- Our teaching methods will be inclusive, catering to a variety of learning styles and needs.
- Assessment methods will be fair and will not disadvantage any group of learners. Reasonable adjustments will be made where appropriate.

6.3 Staff Recruitment and Development:

- Recruitment and selection will be based on merit, skills, and experience.
- We will strive for diversity in our interview panels.
- All staff will receive mandatory EDI training upon induction and regular refresher training thereafter.
- Opportunities for promotion and professional development will be accessible to all staff.

6.4 Environment and Facilities:

- We will work to ensure our physical and digital environments are accessible to all. This includes considering physical access, signage, and website accessibility.
- We will provide a safe space for individuals to report concerns, including access to quiet rooms or prayer facilities where feasible.

7. Reporting and Complaints Procedure

7.1 SPT takes all allegations of discrimination, harassment, bullying, or victimisation extremely seriously.

7.2 Any individual who believes they have been subjected to behaviour that breaches this policy is encouraged to report it. Reports can be made to any member of staff, a designated safeguarding lead, or the leadership team. All reports will be handled sensitively and confidentially.

7.3 SPT will investigate all complaints thoroughly and impartially. Any staff member or learner found to have breached this policy may be subject to disciplinary action, up to and including dismissal or exclusion.

7.4 No individual will be penalised or victimised for making or supporting a complaint in good faith.

8. Monitoring

8.1 To ensure this policy remains effective and relevant, we will:

- Collect and analyse anonymised data on our learners and staff by protected characteristic to identify any disparities or areas for improvement.
- Gather feedback through surveys, focus groups, and suggestion schemes.

9. Policy Review

9.1 This policy will be reviewed annually, or more frequently if there are significant changes in legislation, working practices, or following any related incidents.