Equality, Diversity and Inclusion Policy

1. Introduction

Let's Educate is committed to promoting equality, diversity and inclusion across all areas of its work.

We aim to ensure that all individuals are treated fairly, with dignity and respect, regardless of their background or personal characteristics.

This policy applies to all employees, agency workers, tutors, clients, parents, learners and applicants engaged with Let's Educate across schools, alternative provision, EOTAS (Education Other Than At School), and other educational settings.

2. Policy Statement

Let's Educate will:

- Promote equality, diversity and inclusion across all services
- Promote an inclusive environment where individuals feel valued and supported
- Ensure fair and equal treatment for all individuals
- Prevent discrimination, harassment and victimisation
- Comply with all relevant legislation and guidance
- Provide training to staff on equality and diversity

Take appropriate action where breaches of this policy occur

3. Legal Framework

Let's Educate complies with all relevant equality legislation, including:

- Equality Act 2010
- Human Rights Act 1998
- Public Interest Disclosure Act 1998 (PIDA)
- Any applicable Codes of Practice issued by the Equality and Human Rights Commission

4. Protected Characteristics

Let's Educate will not discriminate on the basis of any protected characteristic, including:

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

5. Types of Discrimination

Direct Discrimination

Occurs when an individual is treated less favourably because of a protected characteristic.

Indirect Discrimination

Occurs when a provision, criterion or practice is applied equally but disadvantages a particular group.

Harassment

Unwanted conduct related to a protected characteristic which violates a person's dignity or creates an intimidating, hostile or offensive environment.

Victimisation

Treating someone unfairly because they have made or supported a complaint under this policy.

6. Recruitment and Selection

Let's Educate will:

- Ensure all recruitment decisions are based on merit, skills and experience
- Avoid unlawful discrimination at all stages of recruitment
- Not accept discriminatory instructions from clients
- Promote fair access to opportunities for all candidates

Candidates will be assessed only on their ability to perform the role.

7. Disabled Persons and Reasonable Adjustments

Let's Educate is committed to supporting individuals with disabilities.

We will:

- Make reasonable adjustments where required
- Ensure fair access to opportunities
- Work with clients to support inclusive placements

Where a provision or practice places a disabled person at a disadvantage, reasonable steps will be taken to remove that disadvantage where possible.

8. Age and Other Equalities Considerations

Let's Educate will not discriminate on the basis of age or any other protected characteristic.

We will:

- Promote recruitment based on skills and experience
- Avoid unnecessary criteria that may disadvantage individuals
- Ensure equality across all areas of employment and engagement

9. Equality in EOTAS and Alternative Provision

Let's Educate will ensure equality and inclusion across all EOTAS and alternative provision settings.

This includes:

- Fair access to education
- Appropriate support for individual needs
- Reasonable adjustments where required
- Respect for individual circumstances and backgrounds

10. Harassment and Bullying

Let's Educate is committed to providing an environment free from harassment and bullying.

This includes:

- Verbal or written abuse
- Offensive comments or behaviour
- Physical contact
- Discriminatory language or actions

Any such behaviour will not be tolerated and may result in disciplinary action. Complaints of harassment will be investigated promptly and fairly.

11. Gender Identity and Inclusion

Let's Educate supports individuals of all gender identities.

We will:

- Use correct pronouns
- Treat all individuals with dignity and respect
- Support individuals undergoing gender reassignment
- Ensure protection from discrimination or harassment
- Maintain confidentiality where appropriate

Any concerns relating to discrimination must be addressed through the appropriate procedures.

12. Public Sector Equality Duty (PSED)

Let's Educate recognises its responsibilities under the Equality Act 2010 and the Public Sector Equality Duty.

We will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between individuals
- Foster good relations between different groups

This applies to all services, including EOTAS and commissioned provision.

13. Whistleblowing and Public Interest Disclosure

Let's Educate supports staff in raising concerns in the public interest.

Staff are encouraged to report concerns relating to:

- Discrimination
- Safeguarding
- Unlawful or unethical practices

This is in line with the Public Interest Disclosure Act 1998 (PIDA). No individual will suffer detriment for raising a genuine concern.

14. Training and Awareness

Let's Educate will ensure that:

- All staff receive equality and diversity training at induction
- Training is refreshed in line with any change in PIDA/ PSED acts
- Staff understand their responsibilities under this policy
- Training records are maintained and may be reviewed as part of compliance and audit processes

15. Complaints and Reporting

Any individual who believes they have experienced discrimination or unfair treatment should raise the matter through the Complaints or Grievance Procedure.

All complaints will be:

- Taken seriously
- Investigated promptly
- Managed fairly and confidentially

Where concerns relate to safeguarding:

- The Safeguarding Policy must be followed immediately
- Concerns must be reported without delay

16. Monitoring and Review

Let's Educate will:

- Monitor the effectiveness of this policy
- Review practices to ensure compliance
- Take action where improvements are required

17. Policy Review

This policy will be reviewed annually or following any significant legislative or organisational change.

18. Version Control

This policy aligns with:

- Version 1.0 May 2026 - Original Equality and Diversity Policy