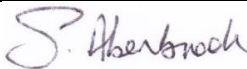


Equality, Diversity & Inclusion Policy Version 1.3

Contents:

1. Equality Statement
2. Purpose
3. Overall commitments
4. Definitions under the Equality Act 2010
5. Values, principles and standards
6. Four key areas of commitment and intent:
7. Responsibilities
8. Reporting concerns
9. Safeguarding

Version number	1.3
Approved by	Board of Directors
Date Approved	20/08/2020
Name of Author	Sarah Abenbrook - Managing Director
Signed by	
Date of last review	August 2021
Date of next review	August 2022

Monitoring and Improvement

This policy will be reviewed annually, or in response to major changes in legislation or significant events to ensure that Interventions Consulting remains fully compliant with current legislation and new trends within EDI. It is the responsibility of the Managing Director to review and monitor these procedures and to consult with other agencies as appropriate.

1. Equality Statement

We are committed to raising awareness of equality and human rights, promoting diversity and combating all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within our organisation and wider community.

All of our activities in relation to teaching, safeguarding, training, recruitment, retention and progression are core business areas where we must be mindful of the diverse needs of those we work with.

This statement underpinned by declarations from our senior leadership team includes many actions we believe will proactively eliminate all forms of discrimination where they exist and prevent them from occurring in the first instance.

2. Purpose

This document details our commitment to the Equality Act 2010 and in creating an environment where all learners, employees and collaborative partners celebrate equality, diversity and inclusion in all activities.

Implementation of this policy is the responsibility of all and this will be monitored and reviewed by our senior leadership team.

3. Overall Commitments

- To ensure equality of treatment for everyone in connection with service delivery, recruitment and employment
- To deliver equality and diversity throughout organisational policies, procedures and practice and develop an ethos which respects and values all people
- To create a culture that respects and values an individual's differences and recognises that difference/diversity is an asset to our organisation both to its work and the people it serves
- To ensure that no person is treated in any way less favourably on the grounds of race, colour, nationality, ethnic or social origin, gender, sexual orientation, religion, age, disability and/or political/other personal beliefs
- To embed the principle of equal opportunities in service delivery and promote gender equality
- To ensure our commitment to Equality, Diversity and Inclusion is understood by all that engage with us
- All ensure that all activities are fully accessible to disabled people in line with our public duty under the 2010 Equality Act
- To provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations and to prepare learners for life in a diverse society
- To challenge discrimination and lack of opportunity and encourage other organisations and individuals to do the same
- To implement necessary actions and training to ensure our commitments with regards to equality of treatment are fulfilled and to establish structures for oversight and scrutiny
- To engage and communicate, both internally and externally, with staff, learners and the wider public where appropriate in relation to the above

4. Definitions under the Equality Act 2010

Protected characteristics are aspects of a person's identity that makes them who they are. The Act identifies nine protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Act outlaws unfair discrimination against an individual because of a protected characteristic and this includes the following types of discrimination:

- **direct discrimination** - treating someone with a protected characteristic less favourably than others
- **indirect discrimination** - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- **harassment** - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- **victimisation** - treating someone unfairly because they've complained about discrimination or harassment

5. Values, principles and standards

Interventions Consulting formally recognises its legal and moral duty to identify and address the needs and barriers that our learners may face in fulfilling their learning potential. We will endeavour to address by reasonable adjustments and positive action to remove any barriers that may exist in relation to any of the above mentioned protected characteristics for both staff and learners.

This policy is underpinned by the following values, principles and standards:

- Active challenge to stereotypes, prejudiced attitudes and discriminatory behaviour
- Commitment to inclusive training which enables and supports all learners to develop their full potential
- Commitment to the positive development of all employees
- Accountability for compliance with this policy by all employees and others engaged in Company business or activities

6. Four key areas of commitment and intent:

6.1 Review all policies and practices

- to ensure legal and moral compliance by all staff and learners, regardless of differences and specifically in relation to the protected characteristics as defined above.

6.2 Consultation, Engagement and Involvement

to engage with employees, learners, delivery partners and our wider community to ensure that our policies and procedures are fit for purpose and will enable us to achieve our commitments with regards to EDI.

6.3 Set appropriate equality targets and actions

- a robust action plan with quality objectives allows us to monitor progress of equality priorities, evidence the degree of activity being undertaken, ensure unlawful discrimination in all its forms is spotted early and as such allowing a proactive as opposed to a reactive approach to elimination of discriminatory practices and practices that disadvantage specific groups.

6.4 Communication

- Our EDI commitments and performance against these are constantly promoted through:
 - Internal training of employees
 - Contract implementation & review with employers and delivery partners

- Onboarding learners – EDI, Safeguarding, H&S and Prevent training is covered with all new learners/ apprentices
- Delivery of apprenticeship training and observation
- Learner and employee reviews & surveys
- Website, Intranet and social media
- During recruitment activity
- Monitoring of formal complaints

7. Responsibilities

7.1 The Senior leadership team, headed by the Managing Director, are responsible for ensuring:

- The Company implements and follows its equality and diversity policies and codes of practice and meets its legal responsibilities
- Promotion of equality and diversity inside and outside the organisation
- That all staff and learners know their responsibilities and receive the necessary support and training
- Relevant procedures and actions are followed in all cases of discrimination, harassment or victimisation

7.2 Staff and delivery partners are responsible for:

- Undertaking mandatory EDI training and ensuring they understand associated policies and procedures
- Role modelling appropriate behaviours
- Promoting equality and diversity, and avoiding discrimination, harassment and victimisation
- Challenging and reporting any incidents of discrimination, harassment or victimisation by staff, collaborative partners or learners

Employees should also bear in mind that they can be held personally liable for any act of unlawful discrimination.

7.3 Learners are responsible for:

- Participating in EDI training
- Respecting others in their language and actions
- Reporting instances of discrimination, harassment or victimisation
- Abiding by their employers EDI policies and procedures

8. Reporting concerns

In some cases, the person upsetting you might not realise the effect of their actions so you can try talking with them, if you feel you can.

It's a good idea to:

- explain how their behaviour makes you feel
- be firm, not aggressive
- stick to the facts

If you do not feel comfortable doing this or you are experiencing discrimination, harassment or victimisation, please inform someone that you feel comfortable talking to about the situation. This could be:

- your line manager
- another manager
- someone in HR
- your workplace Coach or tutor (learners/ apprentices)
- the Designated Safeguarding Lead for Interventions Consulting:
 - Sarah Abenbrook – 07951 043099 sarah.abenbrook@interventionsconsulting.com

Every employee, learner and delivery partner has a duty to report instances of discrimination, harassment or victimisation by any other individual either to themselves or to others.

9. Safeguarding:

Interventions Consulting is committed to safeguarding and promoting the welfare of all learners (which includes apprentices), staff members and delivery partners. As we support employed learners/ apprentices in the workplace this must be done in partnership with employers.

We recognise our statutory and moral duty towards safeguarding the welfare of all children, young people and adults whilst in our care and ensure that everyone has an equal right to protection from abuse or exploitation whatever their race, religion, first language or ethnicity, sex or sexual orientation, age, health or disability, religion/ beliefs, political or immigration status.

Please see our Safeguarding Policy for further details and guidance.

This policy is informed by current legislation, the current Ofsted Framework for Inspection, as well as Ofsted's Eight Strategic Themes for the Inspection of EDI and is supplemented by the following policy documents:

- Grievance Policy and Procedure
- Bullying & Harassment Policy and Procedures
- Complaints & Appeals Policy and Procedures
- Safeguarding Policy and Procedures