



Estu Global Ltd

Equality, Diversity and Inclusion (EDI) Policy

v3



Policy version control

Issue	Date	Approved By	Position	Revision Notes
V1				New policy
V2	Feb 24	Bruce Storey	COO	Update and revision
V2.1	Nov 24	Bruce Storey	COO	Reviewed and dated
V3	Nov 25	Bruce Storey	COO	- Contents page added - Amended policy owner - Updated terminology to ensure consistent use of the term 'learner' throughout the policy - Removal of the term 'European' following Brexit
Next Review Date: Nov 26			Policy Owner: Head of Quality	

Equality, Diversity and Inclusion policy

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Purpose

The overall aim of this policy is not only about ensuring that Estu Global meets legal obligations but also about making clear its commitment to equality of opportunity and diversity and about reinforcing our ethos in respect of encouraging fairness and equality of treatment for all.

Estu will take every reasonable and practicable step to ensure that no staff member or learner receives less favourable treatment on account of:

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sexual Orientation
- Sex/Gender
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Additional Commitment – Socio-economic Disadvantage

The policy also seeks to ensure that no person is victimised or subjected to any form of bullying or harassment.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals at Estu, as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with Estu's leadership and management, staff at all levels and all learners have a responsibility to treat others with dignity and respect.

Through this policy, Estu recognises its legal obligations and is committed to complying with all relevant UK equality legislation, including the Equality Act 2010 and any subsequent amendments. We are committed to eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity, and fostering good relations between people from different backgrounds. Estu will ensure that its policies, procedures and practices are regularly reviewed to maintain compliance with current legislation and to promote a fair, inclusive and respectful learning and working environments for all.

The personal commitment of every staff member and learner to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout Estu.

Policy objectives

The purpose of this policy is to achieve the following:

- To ensure that all staff, learners, employers and stakeholders are treated fairly and with respect, regardless of their background, protected characteristics, or personal circumstances, in compliance with the Equality Act 2010
- To create a learning and working environment that values diversity, is free from discrimination, harassment, and bullying, and where everyone feels included and supported.

Roles & responsibilities

- **Head of Quality:** As the Policy Owner, responsible for overseeing the implementation of the EDI Policy across the organisation. This includes ensuring that employment practices, training programmes, and services align with the principles of equality, diversity, and inclusion, as well as ensuring compliance with relevant legislation, including the Equality Act 2010.
- **Leadership and Management:** Responsible for promoting and embedding EDI principles in their areas of responsibility. This includes fostering a positive and inclusive culture, ensuring staff and learners are treated fairly, and addressing any breaches of the policy, which may result in disciplinary action.
- **All Staff and Learners:** Expected to uphold the principles of EDI, treating others with dignity and respect. Staff must follow mandatory EDI training that is refreshed periodically, avoid any discriminatory behaviour, and contribute to creating an inclusive learning and working environment.

Scope

Estu is committed to providing an inclusive learning and working environment, that is not only free from discrimination and unfair treatment, but which actively values and celebrates difference.

Diversity and inclusion are at the heart of Estu's journey which is to provide opportunities for diverse talent to realise their full potential. As such we are committed to creating an environment in which every member of staff, learner, tutor and everyone else associated with Estu can thrive.

This policy and any associated procedures apply to all staff, learners, contractors and other affiliates of Estu. Every learner, employer and staff member have rights and responsibilities under the Equality Act, 2010.

This policy applies to all aspects of service delivery and employment including recruitment and selection, promotion, training, placement, reward and recognition, transfer, redundancy,

dismissal, grievance and disciplinary procedures.

Estu's Commitment

Our commitment as an employer:

- Creating an environment in which individual differences and the contributions of our staff are recognised and valued.
- Entitling every employee, worker or self-employed contractor to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All reports of discrimination, harassment, bullying or victimisation will be taken seriously, investigated promptly, and dealt with fairly and confidentially in accordance with Estu's relevant policies and procedures.
- Providing training, development and progression opportunities to all staff.
- Understanding equality in the workplace is good management practice and makes sound business sense.
- Reviewing all our employment practices and procedures to ensure fairness.
- Training all staff on the topics of Equality, Diversity and Inclusion (EDI) so that all staff understand their responsibilities for promoting equality, diversity and inclusion.
- To regularly review all employment practices and procedures to ensure that no job applicants are treated less favourably than others.
- To regularly review services to ensure that they are accessible and appropriate to all groups within society.

Our commitment as a training provider

- Providing services to which all learners are entitled, regardless of their protected characteristics, offending history, caring responsibilities or socio-economic background.
- Supporting learners with Special Educational Needs and Disabilities (SEND) through tailored support, reasonable adjustments, accessible learning resources and inclusive teaching practices, ensuring that barriers to learning are removed and every learner has the opportunity to achieve their full potential.

- Making sure our services are delivered equally and meet the diverse needs of our service users and learners by assessing and meeting the diverse needs of our learners.
- Having clear procedures that enable our learners to access support and/or to raise a grievance or make a complaint if they feel they have been unfairly treated.
- Ensuring all allegations of discrimination, harassment, bullying or victimisation will be taken seriously, investigated promptly, and dealt with fairly and confidentially in accordance with Estu's relevant policies and procedures.
- Providing training on the topics of EDI so that all staff understand their responsibilities for behaving in an inclusive manner and contributing to an inclusive environment and culture.
- Treating breaches of our EDI policy by our staff as misconduct which could lead to disciplinary proceedings.

Embedding and Promoting EDI in learning

No learner should be made to feel threatened or excluded from participating in learning programmes. Staff should be mindful of EDI and plan their teaching accordingly.

When planning programmes, staff will look at embedding the following competencies in their delivery:

- An awareness and appreciation of equality, diversity and inclusion, alongside the protected characteristics.
- Awareness and promotion of citizenship and the fundamental British values, which are:
 - Individual liberty
 - The rule of law
 - Democracy
 - Mutual respect and tolerance (of those with different faiths and beliefs and for those without faith)
- Using handouts and other teaching materials and methods that are inclusive and promote equality of opportunity and diversity.
- Provide accessible learning resources that enable all learners, including those with Special Educational Needs and Disabilities (SEND), to participate fully and achieve equitable learning outcomes.
- Assess resources in terms of age or gender bias, for example; resources that are materials and resources that do not include stereotypes and assumptions.

- Learning materials will avoid stereotypes and represent people from diverse backgrounds positively and accurately.

What is an EDI Learning Programme?

- Inclusive teaching, which takes account of the diverse learning needs, styles and preferences of learners.
- Teaching which aims to manage the learning experience in a way which empowers the learner and takes into consideration the diversity of the cohort.
- Anti-discriminatory teaching, which teaches learners about their rights and responsibilities to each other.
- Teaching which encourages understanding of how stereotypes, attitudes and prejudiced thinking damage relationships; hinder communication and are, therefore, bad for education and bad for business.
- Promoting diversity in teaching, which acknowledges and celebrates the contributions of people of all backgrounds, ages, culture, and religions to human progress in all fields.

Equality Opportunities Policy Statements

1. Age

Principle: Estu values individuals of all age groups and is committed to fostering an environment where age is not a barrier to opportunities.

Implementation:

- Recruitment and Employment: Age will not be a factor in recruitment, hiring, or promotion decisions.
- Professional Development: Opportunities for professional development, training, and advancement will be equally accessible to employees of all age groups.
- Workplace Culture: Age-related stereotypes and biases will not be tolerated, and efforts will be made to create an inclusive and age-diverse workplace.

2. Disability

Principle: Estu is dedicated to providing equal opportunities for individuals with disabilities, recognising the importance of accessibility and reasonable accommodation.

Implementation:

- Accessible Facilities: Estu will take reasonable steps to ensure its workplaces are accessible.
- Inclusive Policies: Policies and practices will be reviewed to eliminate barriers that may disadvantage employees with disabilities.
- Reasonable Adjustments: Will be made wherever appropriate to remove barriers for disabled staff and learners.

3. Gender Reassignment

Principle: Estu is committed to creating an inclusive environment where individuals who are proposing to undergo, are undergoing, or have undergone gender reassignment are treated with dignity, respect, and without discrimination.

Implementation:

- Inclusive Policies: Policies and practices will support individuals undergoing gender reassignment, including respecting an individual's name, title and pronouns where requested, maintaining confidentiality, and making reasonable workplace or learning adjustments where appropriate.
- Training and Awareness: Employees will receive training to promote understanding, respect, and inclusion, ensuring that discrimination, harassment, or victimisation related to gender reassignment is not tolerated.

4. Race

Principle: Estu recognises the richness that diversity brings and actively opposes any form of racial discrimination or bias.

Implementation:

- Anti-Racism Initiatives: Estu will actively engage in anti-racism initiatives and work towards creating a culture that celebrates diversity.
- Diverse Representation: Efforts will be made to ensure diverse representation at all levels of the organisation.

5. Religion or Belief

Principle: Estu values religious diversity and is committed to creating an environment where individuals can practice their faith or belief without discrimination.

Implementation:

- Religious Accommodations: Reasonable accommodations will be made to facilitate religious practices and observances.
- Respect for Diversity: Employees & learners will be expected to respect the religious beliefs and practices of their colleagues.

6. Sexual Orientation

Principle: Estu is dedicated to providing a welcoming and inclusive environment for individuals of all sexual orientations.

Implementation:

- Non-Discrimination: Sexual orientation will not be a basis for any discriminatory practices, including hiring, promotion, or treatment in the workplace.
- Education and Awareness: Training programmes will be implemented to enhance understanding and acceptance of diverse sexual orientations.

7. Sex/Gender

Principle: Estu is committed to promoting equality and ensuring that individuals are treated fairly and with respect, regardless of their sex.

Implementation:

- Non-Discrimination: Sex will not be a basis for discrimination in recruitment, employment, learning, progression, promotion, assessment, or access to opportunities.
- Fair Treatment: We will promote an inclusive environment where individuals of all sexes have equal access to opportunities, resources, support, and development, and where discrimination, harassment, or victimisation are not tolerated.

8. Marriage and Civil Partnership

Principle: Estu is committed to ensuring that individuals are treated fairly and with respect, regardless of whether they are married or in a civil partnership.

Implementation:

- **Non-Discrimination:** Marriage or civil partnership status will not be a basis for discrimination in recruitment, employment, promotion, learning, or access to opportunities.
- **Equal Treatment:** We will promote an inclusive environment where individuals are treated equitably, and discrimination, harassment, or victimisation related to marriage or civil partnership status is not tolerated.

9. Pregnancy and Maternity

Principle: Estu is committed to supporting individuals during pregnancy, maternity, and the period following childbirth, ensuring they are treated with dignity, respect, and fairness.

Implementation:

- **Non-Discrimination:** Pregnancy, maternity, or related leave will not be a basis for discrimination, unfavourable treatment, or disadvantage in recruitment, employment, learning, progression, or access to opportunities.
- **Supportive Environment:** Appropriate support, reasonable adjustments where applicable, and flexibility will be provided to enable individuals to continue working or learning safely and successfully during pregnancy and upon their return from maternity leave.

Additional Commitment: Socio-economic Disadvantage

Principle: Estu recognises the impact of socio-economic status on opportunities and is committed to promoting equity.

Implementation:

- **Equal Access:** Efforts will be made to ensure that individuals from all socio-economic backgrounds have equal access to opportunities for employment, advancement, and professional development.
- **Compensation Fairness:** Compensation and benefits will be structured to address disparities related to socio-economic status.

Implications for Estu Operations

- Promotion and celebration of EDI.
- Ensure everyone who is associated with Estu, is familiar with this policy and knows how they can incorporate it.
- Ensure all staff recognises its legal obligations and ensures that UK law and legislation in relation to equality of opportunity, inclusion and diversity issues to which the company is obliged to comply, is adhered to.
- Ensure this policy is embedded in Estu training programmes.
- Ensure Estu leadership and management are knowledgeable of EDI principles and how to implement them into training programmes.

Continuous Improvement

The implementation and effectiveness of this policy will be monitored through the Inclusion, Equality and Diversity strategy and any associated action plans.

We will regularly review our employment policies and procedures to ensure they do not unlawfully or unfairly discriminate.

Related policies and documents

This policy is to be read in conjunction with other policies and procedures, including those listed below.

Policy Name	Policy Number
Flexible working policy	104
Modern slavery policy	106
Safeguarding & prevent policy	302
Safer recruitment	303

Reviewed and signed on behalf of Estu's Board: Bruce Storey

Name: Bruce Storey

Role: COO, Estu Global Ltd.

Signing date: 01/11/2025

Date of next review: 02/11/2026