



Equality, Diversity & Inclusion policy.

(7)

Policy Statement

Competum Ltd is committed to supporting, developing, and promoting equality, diversity, and inclusion in all practices and activities. We aim to establish an inclusive learning and working culture that is free from discrimination and grounded in dignity, courtesy, respect, and fairness for all.

We actively encourage equality, diversity, and inclusion across our workforce and our learner community while eliminating unlawful discrimination. Our aim is for both staff and learners to feel respected, valued, and able to perform at their best.

Competum Ltd supports all staff and learners by providing fair access to facilities, personal and professional development opportunities, employment, learning, and progression pathways.

Inclusion Statement

Competum Ltd recognises that **Inclusion is a standalone area of evaluation** under Ofsted's renewed 2025 framework, requiring providers to demonstrate how they identify and support:

- Disadvantaged learners
- Learners with SEND or high needs
- Learners known to social care or youth justice
- Adults facing barriers to participation and wellbeing

We commit to:

- **High expectations for all learners** regardless of background or personal circumstance.
- **Early and accurate assessment of learner needs**, including learning support and occupational barriers.
- **Reducing barriers to engagement**, with reasonable adjustments applied proactively.
- Ensuring staff understand their responsibilities to promote inclusion in teaching, assessment, recruitment, and support.
- **Monitoring the impact** of our inclusion strategies on learner outcomes and wellbeing.
- Ensuring inclusion is embedded across the curriculum design, delivery, environment, and organisational culture.

We do **not** reduce expectations for any learner—support must raise achievement, not lower ambition.



Purpose of the Policy

The purpose of this policy is to:

- Provide equality, fairness, and respect to all in our employment and learner community.
- Ensure no unlawful discrimination takes place under the protected characteristics of the Equality Act 2010.
- Oppose and prevent discrimination in all aspects of employment, training, learner support, and service delivery.

Our Commitments

Competum Ltd commits to:

- Encouraging equality, diversity, and inclusion as core organisational values.
- Creating a working and learning environment free of bullying, harassment, victimisation, and discrimination.
- Promoting dignity and respect for all individuals.
- Recognising diverse backgrounds, experiences, and contributions.
- Ensuring managers and staff are trained in their rights and responsibilities.
- Taking all complaints of bullying, harassment, victimisation, or discrimination seriously.
- Addressing incidents through our grievance and disciplinary processes, with serious cases treated as misconduct.
- Supporting equal access to training, development, and progression.
- Ensuring all recruitment, assessment, and progression decisions are based on merit.
- Regularly reviewing practices to ensure fairness and legal compliance.
- Monitoring workforce and learner demographics to improve equality and inclusion outcomes.



Legislative Background

Competum Ltd complies with all statutory obligations under the Equality Act 2010. We recognise the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

The policy outlines prohibited behaviours including discrimination, harassment, and victimisation, with clear examples for staff understanding

Application of the Policy

6.1 Staff Recruitment & Selection

- Advertising encourages diverse applicant groups.
- Job documents reflect only essential requirements.
- Decisions are transparent, justified, and recorded.

6.2 Grading & Promotion

- Criteria are unbiased, applied equitably.

6.3 Staff Development

- All staff have equal access to induction and CPD.
- Progression opportunities are fair and transparent.

6.4 Performance Management

- Probation and appraisal processes are fair, clear, and consistent.

6.5 Discipline & Grievance

- All procedures are applied fairly and transparently.
- Allegations of discrimination or harassment follow formal disciplinary routes.

Customer (Learner) Recruitment, Selection & Assessment

- All promotional materials reflect equality and inclusion.
- Staff involved in admissions understand and embed EDI principles.
- Assessment criteria are transparent, consistent, and applied fairly.

7.1 Learner Support

- Learners' support needs will be assessed early.
- Adjustments and interventions will be recorded and reviewed.
- Support will be monitored for impact on attendance, engagement, and achievement.
- Staff will be trained in inclusive teaching and learning strategies.
- Curriculum will be adapted where needed without lowering expectations.

Monitoring & Reporting

Competum Ltd collects data regarding:

- Gender
- Ethnicity
- Disability
- Learning difficulty
- Participation and achievement trends

This helps evaluate whether any groups face disadvantage and informs continuous improvement

Monitoring results are shared with leadership.



All EDI-related information is stored securely and handled in accordance with data protection legislation.

Breach of Policy

Breaches are treated seriously and managed through HR or learner disciplinary processes.

Reporting, Including to Prime Providers

Concerns can be escalated to the Managing Director, SQCD, or via the whistleblowing policy.

Approval and review

Approved by	Keith McGroarty
Policy owner	Competum Ltd
Policy author	Cris Drant
Launch Date	01.05.19
Reviewed date	31.04.20, 31.04.21, 02.03.22, 25.04.23, 26.04.24, 23.04.25, 14.06.25, 30.4.27
Updates/adjustments made	Updated and Inclusion added in last review