

AS2Educate Equal Opportunities and Diversity Policy

Reviewed by:	Richard Fihosy and Claire Ames
Policy Commencement Date:	September 2022
Ratified by:	Provision Manager and DSL
Review:	Annually
Next Review:	Autumn Term 2026
July 2025	Full Policy Review

Introduction

AS2Educate is committed to fostering a safe, respectful, and inclusive environment where **every individual is valued, supported, and empowered to thrive**. This policy outlines our commitment to equal opportunities, inclusion, and diversity across all aspects of our Provision.

We believe in the inherent worth and dignity of all people and work to eliminate discrimination, promote fairness, and celebrate difference.

Scope

This policy applies to all:

- Students and prospective students
- Staff (including volunteers, contractors, and visitors)
- Parents/carers and external professionals
- Individuals or organisations representing or working with AS2Educate

Policy Statement

AS2Educate is committed to:

- Creating a learning and working environment free from discrimination, harassment, victimisation, or bullying
- Promoting equality of opportunity regardless of:
 - Age
 - Disability
 - Gender identity or reassignment
 - Marital or civil partnership status
 - Pregnancy or maternity
 - Race, colour, nationality, ethnic or national origin
 - Religion or belief
 - Sex
 - Sexual orientation
- Actively promoting diversity as a strength and an asset
- Embedding inclusive practices in all operational, educational, and relational areas of the Provision

- Responding swiftly, fairly, and supportively to any concern related to discrimination or inequality

Responsibilities

All Staff, Students, and Stakeholders Must:

- Treat others with dignity, kindness, and respect at all times
- Avoid any form of discriminatory language, behaviour, or attitudes
- Report any incidents of discrimination, harassment, or exclusion
- Actively contribute to a positive, inclusive culture within AS2Educate

Recruitment and Selection

AS2Educate is an equal opportunities employer and welcomes applications from all backgrounds. We will:

- Recruit based on merit, skills, and experience
- Ensure recruitment processes are free from bias
- Make **reasonable adjustments** to support disabled applicants
- Monitor recruitment outcomes to identify and address any inequality

Training and Development

All staff will receive training to:

- Understand their responsibilities under this policy
- Recognise and challenge discriminatory practices
- Create inclusive learning and working environments
- Support students with diverse backgrounds and needs in a trauma-informed manner

Promotion and Progression

We are committed to ensuring equal access to:

- Internal development and progression opportunities
- Training and leadership pathways
- Fair, transparent recognition of achievement and contribution

Monitoring and Review

AS2Educate will:

- Review this policy annually or in response to legislative changes
- Monitor its effectiveness through internal review and stakeholder feedback
- Take active steps to address any trends of inequality or exclusion
- Embed feedback into ongoing development of inclusive practice

Complaints and Appeals

Any individual who believes they have been subject to discrimination, harassment, or victimisation can raise a concern through AS2Educate's **Complaints and Appeals Procedures**.

- All concerns will be handled **confidentially, sensitively, and promptly**
- Support will be provided throughout the process
- Retaliation against those raising concerns will not be tolerated

Final Statement

AS2Educate strives to create a culture where **everyone feels seen, heard, and safe**. We do not just comply with equalities legislation—we actively commit to **anti-discriminatory practice, social justice, and relational respect** in all we do.