



Equality Diversity and Inclusion Policy

1. Purpose:

This policy gives our commitment to promoting equality, diversity, and inclusion among all staff and learners within The Company, Green Labyrinth. We aim to create an environment where everyone feels valued, respected, and able to achieve their full potential.

2. Scope:

This policy applies to all staff, learners, volunteers, and visitors within and to the Company.

3. Principles

- **Equality:** Ensuring everyone has equal access to opportunities and resources.
- **Diversity:** Valuing and respecting the differences individuals bring to the Company
- **Inclusion:** Creating an environment where everyone feels welcomed and supported.

4. Our Commitment:

- **Non-Discrimination:** We will not tolerate any form of discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- **Accessibility:** Ensuring our facilities, resources, and curriculum are accessible to all learners and staff, including those with disabilities.
- **Support:** Providing appropriate and reasonable support and adjustments to meet the diverse needs of our learners and staff.



- **Training:** Offering regular training and development opportunities on EDI for all staff.
- **Monitoring and Evaluation:** Regularly reviewing our policies and practices to ensure they are effective and inclusive.

5. Responsibilities:

- **Leadership Team:** Responsible for the overall implementation and monitoring of this policy.
- **Staff:** Expected to promote and adhere to the principles of EDI in their daily interactions and practices.
- **Learners:** Encouraged to respect and support the diverse community within The Company.

6. Implementation:

- **Curriculum:** Integrating EDI principles where possible into the curriculum to promote understanding and respect for diversity.
- **Recruitment:** Ensuring fair and inclusive recruitment practices for staff and learners.
- **Communication:** Promoting EDI through clear and consistent communication channels.
- **Feedback:** Establishing mechanisms for staff and learners to provide feedback on EDI issues.

7. Support Services:

- **Wellbeing Support:** Providing access to Learning Mentors for all learners and additional support for staff through the employee access programme, AIG.
- **Specialist Support:** Offering additional support for students with SEN to ensure they can fully participate in all aspects of college life.



8. Complaints and Concerns:

- Any complaints or concerns regarding EDI should be reported to a member of SLT (Senior Leadership Team).
- All complaints will be taken seriously and addressed promptly in accordance with our grievance procedures.

9. Applicable Legislation and Guidelines

1. Equalities Act 2010
2. Employment Rights Act 1996
3. Human Rights Act 1998
4. Gender Recognition Act 2004
5. **The Protection from Harassment Act 1997**

Other Relevant Regulations and Codes of Practice

- **ACAS Code of Practice on Disciplinary and Grievance Procedures:** Provides guidance on fair treatment in workplace disciplinary and grievance procedures, which are essential for supporting DEI.
- **Equal Pay Act (now part of the Equality Act 2010):** Requires that men and women receive equal pay for equal work.
- **Modern Slavery Act 2015:** While not solely focused on DEI, it requires organizations to take steps to prevent slavery and human trafficking, supporting fair treatment and safeguarding vulnerable groups.

Review and Monitoring:

- This policy will be reviewed annually by SLT (Senior Leadership Team) to ensure it remains relevant and effective.

Reviewed	Date Updated	Version Number	Date Approved
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3/11/24		1	4/11/24