



Equality, Diversity & Inclusion Policy

Educreate Learning

1. Statement of Intent

Educreate is committed to creating an inclusive, respectful, and supportive environment where everyone is valued and able to thrive.

As an alternative provision working with children and young people from a wide range of backgrounds and experiences, we recognise the importance of promoting equality, celebrating diversity, and removing barriers to participation and achievement.

We are committed to complying with the **Equality Act 2010** and ensuring that no individual is treated unfairly or discriminated against.

2. Scope

This policy applies to:

- All students and participants
- Staff, tutors, and facilitators
- Volunteers and contractors
- Partner organisations, including schools and community groups
- Anyone engaging with Educreate's services

3. Our Commitment

Educreate will:

- Promote equality of opportunity for all
- Foster a culture of respect, inclusion, and belonging
- Challenge discrimination, harassment, and victimisation
- Recognise and celebrate diversity in all its forms
- Provide inclusive and accessible learning environments
- Support individuals to achieve their full potential

4. Protected Characteristics

In line with the Equality Act 2010, Educreate recognises the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity and nationality)
- Religion or belief
- Sex
- Sexual orientation

Discrimination on the basis of any of these characteristics will not be tolerated.

5. Types of Discrimination

Educreate does not tolerate:

- **Direct discrimination** – treating someone less favourably because of a protected characteristic
- **Indirect discrimination** – policies or practices that disadvantage certain groups
- **Harassment** – unwanted behaviour that violates dignity or creates a hostile environment
- **Victimisation** – treating someone unfairly because they have made or supported a complaint

6. Inclusive Practice in Alternative Provision

Educreate recognises that many students in alternative provision may face additional barriers. We will:

- Provide tailored support to meet individual needs
- Make reasonable adjustments for students with disabilities or additional needs (including SEND)
- Use inclusive teaching approaches that reflect different learning styles
- Create safe spaces where students feel respected and heard
- Promote positive relationships and a sense of belonging

7. Working with Schools and Community Groups

Educreate will:

- Work in partnership with schools to support inclusive education
- Share relevant information (appropriately and securely) to meet student needs
- Ensure community-based activities are inclusive and accessible
- Respect and value the diversity of the communities we serve

8. Roles and Responsibilities

Leadership

Educreate leadership will:

- Promote equality, diversity, and inclusion across all areas of work
- Ensure policies and practices are inclusive and compliant with legislation
- Provide training and guidance for staff

Staff and Facilitators

All staff must:

- Treat everyone with dignity and respect
- Deliver inclusive sessions and challenge discrimination
- Be aware of individual needs and make appropriate adjustments
- Report any concerns or incidents

Students and Participants

Students are expected to:

- Treat others with respect
- Value diversity
- Follow behaviour expectations that promote inclusion and safety

9. Accessibility

Educreate is committed to ensuring our services are accessible to all. We will:

- Remove or reduce barriers to participation
- Provide information in accessible formats where possible
- Adapt delivery methods to meet individual needs
- Offer support to enable full participation

10. Reporting Concerns

Any concerns relating to discrimination, harassment, or inequality should be reported to a member of staff.

Educreate will:

- Take all concerns seriously
- Investigate promptly and fairly
- Take appropriate action where necessary

11. Monitoring and Review

Educreate will:

- Regularly review practices to ensure inclusivity
- Monitor participation and outcomes where appropriate
- Use feedback to improve services
- Update this policy in line with legislation and best practice

12. Contact Details

For any equality and diversity queries or concerns, please contact:

Educreate Learning

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Northampton

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13. Review and Approval

This policy will be reviewed annually or sooner if required due to changes in legislation or organisational practice.

Approved by: Rosie Thurston

Date: 11/04/2026

Review date: 11/04/2027