

Equality and Diversity Policy

Owner: World of Education Ltd

Effective Date: 02/10/2025

Review Date: 02/10/2026

1. Introduction

We are committed to promoting an inclusive environment where all learners, staff, tutors, and others coming into contact with the World of Education are treated with dignity and respect. Our goal is to ensure a culture that embraces equality and diversity, creating opportunities for everyone to reach their full potential. This policy ensures that World of Education adheres to legal and ethical standards related to equality and diversity.

2. Scope

This policy applies to:

- All staff, tutors, and contractors of World of Education
- Learners enrolled in any of our classes
- All clients, customers, and other stakeholders interacting with World of Education

3. Commitment to Equality and Diversity

World of Education is dedicated to:

- **Promoting equality of opportunity:** Ensuring that all individuals have equal access to our services, including education, support, and resources.
- **Celebrating diversity:** World of Education is committed to recognising, valuing, and respecting the diverse backgrounds, cultures, beliefs, and perspectives.
- **Eliminating discrimination:** Actively working to prevent discrimination, harassment, or victimisation based on any characteristic protected by law, such as race, age, gender, sexual orientation, religion, disability, or any other characteristic.

4. Equality and Diversity Objectives

- To provide an accessible and inclusive learning environment for all learners, regardless of their backgrounds or personal characteristics.
- To promote a diverse and supportive workplace, encouraging a culture of mutual respect and understanding among staff, tutors, and learners.

- To ensure that our policies, practices, and teaching materials are free from bias and reflect diverse perspectives.
- To ensure that all learners have access to equal opportunities and support to succeed, regardless of their race, ethnicity, religion, disability, gender, sexual orientation, or other protected characteristics.
- To offer a safe and welcoming environment where discrimination, harassment, or bullying is not tolerated in any form.

5. Legal Framework

This policy is designed to comply with relevant legislation, including:

- The **Equality Act 2010** (UK) – protecting individuals from discrimination based on protected characteristics.
- The **Human Rights Act 1998** – ensuring that everyone's rights to education, work, and equality before the law are upheld.

6. Responsibilities

- **Senior Management:** Ensures that equality and diversity principles are embedded in the overall strategy and culture of World of Education. They are also responsible for monitoring the implementation of this policy.
- **Staff and tutors:** All individuals working with World of Education are expected to comply with this policy, promote inclusive practices, and treat everyone with respect and fairness.
- **Learners:** Learners are encouraged to engage in a manner that respects the diversity and equality of others, ensuring that they contribute to a supportive and inclusive environment.

7. Recruitment and Selection

We are committed to providing equal opportunities in our recruitment, selection, and promotion practices. World of Education aims to:

- Recruit the best candidates based on their skills, qualifications, and experience, without discrimination.
- Provide fair and equal access to development and progression opportunities for all staff and tutors.

8. Education and Training

World of Education will provide ongoing education and training to ensure that all staff and tutors:

- Understand their roles and responsibilities in promoting equality and diversity.

- Are aware of the different forms of discrimination and how to prevent them.
- Are equipped to respond appropriately to any incidents of discrimination or harassment.
- Have access to resources that support inclusive teaching methods and practices.

9. Harassment and Bullying

World of Education has a zero-tolerance policy for any form of harassment, bullying, or victimisation. This includes, but is not limited to:

- Racial harassment
- Sexual harassment
- Disability-related harassment
- Bullying based on gender, sexual orientation, age, or any other protected characteristic

Any incidents of harassment or bullying will be taken seriously and addressed promptly.

10. Monitoring and Review

We are committed to monitoring and evaluating our practices to ensure that this policy is being effectively implemented. This will involve:

- Collecting and reviewing data on equality and diversity, such as the demographic make-up of our learners, staff and tutors.
- Regularly seeking feedback from learners (parents/guardians), staff and tutors on how we can improve our practices.
- Reviewing this policy annually to ensure that it remains aligned with legal requirements and best practices.
- By adhering to this Equality and Diversity Policy, World of Education seeks to create a positive and inclusive environment where everyone can thrive. We encourage a community that values diversity, ensures equal opportunities, and encourages mutual respect.

11. Reporting and Complaints

If any individual believes they have been treated unfairly or discriminated against, they should report the incident through the Complaints Policy. All complaints will be treated confidentially and investigated thoroughly. We are committed to resolving any issues fairly and promptly.

12. Contact

If you have any questions about this Equality and Diversity Policy, or wish to raise a concern related to equality, discrimination, or inclusion, please contact us at **info@worldofeducation.online**.

For safeguarding or equality-related concerns, you may also contact:

- **Designated Safeguarding Lead (DSL):** Holly Botterill
- **Email:** info@worldofeducation.online

Owner: World of Education Ltd