



Equality and Diversity Policy

Presented by: **Innovate Learning Centre CIC**

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1.0 Introduction

1.1 Statement of Intent

Innovate Learning Centre CIC is committed to promoting equality, diversity, and inclusion across all areas of the organisation.

1.2 Legal Framework

This policy aligns with the Equality Act 2010, which protects individuals from discrimination on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

2.0 Core Values and Commitments

2.1 Inclusive Environment

We create a welcoming and inclusive environment where everyone feels valued, respected, and empowered.

2.2 Equal Opportunities

All learners and staff have access to equal opportunities, regardless of background or personal circumstances.

2.3 Respect and Dignity

We foster mutual respect and actively challenge discrimination, harassment, and victimisation in any form.

3.0 Responsibilities

3.1 Senior Management

Responsible for leading by example, embedding equality into strategy, and monitoring compliance.

3.2 Tutors and Academic Staff

Expected to promote inclusive teaching practices, address barriers to learning, and encourage dialogue.

3.3 Support Staff

Provide equitable administrative services and maintain respect for cultural and individual differences.

3.4 Students

Expected to treat peers and staff with respect, report inappropriate behaviour, and engage positively.

4.0 Implementation Strategies

4.1 Recruitment and Admissions

Our recruitment procedures ensure that candidates are selected based on merit, without bias or prejudice.

4.2 Curriculum Development

The curriculum reflects diverse perspectives and supports inclusive teaching and assessment.

4.3 Training and Development

Mandatory staff training includes unconscious bias, inclusive teaching, and safeguarding.

5.0 Accessibility and Support

5.1 Physical Access

Facilities are accessible to all students and staff. Reasonable adjustments are made where necessary.

5.2 Digital Inclusion

We aim to ensure that all learners can access digital learning platforms with support as needed.

5.3 Individual Needs

We work with students and staff with protected characteristics to personalise their learning or working environment.

6.0 Monitoring and Review

6.1 Reporting

Complaints or concerns regarding equality and diversity will be handled through formal grievance or complaints procedures.

6.2 Evaluation

The SMT reviews equality data annually, including recruitment, retention, and success rates, and acts on findings.

6.3 Continuous Improvement

Feedback from staff and learners informs updates to this policy and our approach to inclusion.

7.0 Breaches of Policy

7.1 Disciplinary Action

Breaches of this policy by staff or learners may result in formal disciplinary procedures.

7.2 Escalation

Unresolved issues may be referred to the Principal or external agencies if necessary.