Sutton & District Training Limited

EQUALITY AND DIVERSITY POLICY

Date effective from:	01/08/2025
The Policy will next be reviewed:	01/08/2026
Policy approved by:	Julie Ingleton
Signed:	
Date:	xxxx

SUTTON & DISTRICT TRAINING LIMITED

EQUALITY AND DIVERSITY POLICY

Sutton & District Training Limited ("SDT") recognises that everybody is different yet will treat everyone with an equal level of respect and ensuring they have equal access to employment, education and training, services and facilities. We take an active approach to identify and remove barriers to entry and progression. Our E & D Policy requires commitment from everyone within the organisation we will ensure that equality of opportunity is prominent throughout our work, it is discussed and implemented during induction, CPD and is an integral part of our delivery that will promote a harmonious working and learning environment.

We strive to achieve a culture of excellence without exclusion, the elimination of prejudice and discrimination of all kinds, and to ensure that this should become thoroughly embedded in the culture of our organisation. We will promote equality and diversity by treating staff and students fairly, creating an inclusive culture for staff and students ensuring equal access to opportunities to enable students to fully participate in the whole learning process.

Our core values underpin all that we do and reflect SDT as a caring and respectful organisation. We at SDT believe it is about recognising, respecting, valuing and drawing on the positive aspects of differences. Diversity fosters an environment that recognises the contribution every individual makes or can make to the organisation and its goals. It promotes dignity and respect. Embracing diversity offers a winning strategy for our organisation, Students, customers, clients and the individual.

Legal Duties

SDT has due regard for our duties under the Equality Act 2010. This policy has been devised to enable SDT to meet its general duty in:

- Eliminating unlawful discrimination, harassment, victimisation and other prohibited conduct
- Advancing equality of opportunity between those who have a protected characteristic and those who do not
- Fostering good relations between those who have a protected characteristic and those who do not

Nine Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief, including lack of belief
- Sex, including gender reassignment
- Sexual orientation

Aims

- To deliver equality and diversity throughout our policies, procedures and processes to promote an ethos, which respects and values all people
- To challenge discrimination and encourage our partners, Students, apprentices and individuals to actively promote equality of opportunity
- To ensure that recruitment, employment, promotion and development opportunities are open to all on the basis of their aptitude and ability
- To ensure that the working and learning environment is supportive and conducive to a sense of belonging for all concerned
- To encourage everyone within our care to gain strength of character and a positive self-image
- That Students and apprentices are being prepared for life in a multi-ethnic and diverse society
- To ensure that we respect people's protected characteristics (as outlined in the Equality Act 2010)
- To enable all staff, apprentices and Students to develop to their full potential
- To monitor the implementation, set targets for improvement and evaluate the impact of equality and diversity action

This equality and diversity policy outlines the roles and responsibilities of everyone involved and connected with SDT so that each person knows what is expected of them.

Responsibilities

We have a named Director who is responsible for:

- Making sure the company implements and follows it equality and diversity policies and codes of practice and that it meets its legal responsibilities
- Making sure all staff are aware of the policy and understand their roles and responsibilities
- Producing regular information for the staff about the policy and how it is working and providing training for them
- Taking appropriate action in cases of harassment and discrimination
- Making sure that partners and external agencies with whom we work are encouraged to participate fully in implementing the Equality & Diversity policy and by reinforcing it in the workplace
- Undertaking an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to

Our staff are responsible for ensuring:

- They are familiar with our policy and know their responsibilities and are ensuring it is being implemented
- They deal with racist incidents and are able to recognise and tackle bias and stereotyping
- That diversity is celebrated in the training centre
- They provide positive role models for pupils through their own actions
- That clear rules are set regarding how people should be treated
- That staff keep up to date with the law on discrimination and participate in training and learning opportunities
- That lesson planning reflects diversity in the training centre

Students are responsible for:

- Participating in equal opportunity and diversity training
- Treating each other with respect and dignity
- Having the confidence to report incidents to staff

Recruitment

- One of the aims of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age, or is disadvantaged by conditions or requirements which cannot be shown to be justified
- In accordance with the spirit of this policy, employees are given an equal opportunity to progress within the organisation
- When recruiting staff, health questions will not be asked until after the offer of a job is made, and then, only if it is necessary to.

Training and Development

The Organisation will endeavour to:

- Enhance and develop the skills knowledge and abilities of existing employees to realise their full potential irrespective of background or employment status
- Provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs
- Promote greater awareness of equal opportunities and the contribution which Staff, apprentices and students can make

Curriculum

- Every student has an equal entitlement to vocational training including English and maths which will be delivered in a holistic way, subject to entry requirements, regardless of language, race, colour, nationality, ethnic or national origins, disability, sexual orientation, religion or belief or age
- The Organisation will monitor any careers advice or work experience placements provided by outside agencies to aim to ensure equal opportunities

Race

The Organisation will:

- Strive to eliminate all forms of racism and racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial and ethnic groups
- The Organisation will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with Organisation procedures
- The Organisation endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity is promoted through the topics studied by the Students and is reflected in displays, resources and events
- Cultural diversity and respect for others are celebrated and reflected across the whole curriculum. The curriculum will enhance students' understanding of British and world society, including the contributions of minority ethnic groups
- The Organisation will give students the understanding they need to recognise prejudice and reject racial discrimination

Disability

- Where appropriate, specialist aids and facilities will be provided to enable disabled people to access services, and opportunities

Religion

- We will promote tolerance of all religious beliefs through the curriculum.
- We will not discriminate against someone on the grounds that they do not adhere to a particular religion or belief or indeed any religion or belief at all – such as, for example, an atheist

Sexual Orientation

- We will instil in all students a respect for people of all sexual orientations
- Bullying or derogatory comments based on the sexual orientation of an individual will not be tolerated
- We will provide a safe space where all students can speak out about LGBTQ+

Age

- The Organisation will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age

Monitoring and Evaluation

We will monitor the impact of this policy on pupils and staff. In particular we will monitor the impact of our policies on the achievement of our Students. Monitoring information will help us to see what progress we are making towards meeting our targets and aims. In particular it will help us to:

- Highlight any difference between pupils
- Ask why these differences exist
- Review the effectiveness of current targets and objectives
- Decide what further action will be necessary to meet needs and to improve the performance of Students

Complaints of any kind relating to perceived unfairness, harassment, bullying and discrimination may be taken through Grievance Procedures for Students and staff, or may be made in confidence to any member of the staff. Breaches of our Equality and Diversity Policy by staff or Students are regarded as breaches of either staff discipline or Students' Code Of Conduct (whichever is applicable) and as such are subject to disciplinary procedures. There is a separate confidential procedure for alleged sexual harassment.

This policy will be continually revised as and when UK law changes.

Signature: 

Date: *27/10/2026*