

Equality, Inclusion and Diversity



Organisation: Booth's Education Services and Tutoring, Ltd

Category: Policies

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Equality, Diversity and Inclusion Policy

Organisation: Booth's Education Services & Tutoring Ltd

Category: Policies

Version: 1.0

Date Created: 01/12/2025

Next Review Due: 01/12/2026

Purpose

This policy sets out Booth's Education Services & Tutoring Ltd's commitment to promoting equality, diversity, and inclusion in all aspects of its operations. It ensures compliance with:

- **Equality Act 2010** and Public Sector Equality Duty (PSED)
 - **DfE Equality and Diversity Guidance**
 - **SEND Code of Practice (2015)**
 - **Alternative Provision Quality Assurance Frameworks** for Essex and Suffolk
 - Recommendations from the **Curriculum and Assessment Review (2025)**
 - Tutors' Association Code of Practice [\[gov.uk\]](#), [\[equalityhu...rights.com\]](#), [\[gov.uk\]](#), [\[ntatutor.com\]](#)
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Scope

This policy applies to:

- All learners, including those with protected characteristics under the Equality Act 2010.
 - All staff, contractors, and volunteers.
 - All tutoring sessions (face-to-face and online) and commissioned alternative provision.
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Policy Statement

Booth's Education Services & Tutoring Ltd is committed to:

- Eliminating discrimination, harassment, and victimisation.
 - Advancing equality of opportunity for all learners and staff.
 - Fostering good relations between people from different backgrounds.
 - Creating an inclusive environment where diversity is valued and respected.
 - Making reasonable adjustments for learners with disabilities or additional needs.
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Legal Framework

Under the **Equality Act 2010**, the following nine protected characteristics are safeguarded:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The **Public Sector Equality Duty** requires Booth's Education Services & Tutoring Ltd to:

- Have due regard to eliminating discrimination.
 - Advance equality of opportunity.
 - Foster good relations across all protected characteristics. [\[equalityhu...rights.com\]](http://equalityhumanrights.com)
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Principles

- **Inclusive Practice:** All teaching and learning will reflect diversity and promote equality.
 - **Accessibility:** Materials and environments will be adapted to meet individual needs.
 - **Representation:** Curriculum content will include diverse perspectives and voices.
 - **Positive Action:** Where necessary, steps will be taken to address disadvantage.
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Procedures

1. Recruitment

- Safer recruitment practices ensure equal opportunities and prevent discrimination.
- Job descriptions include commitment to EDI.

2. Teaching and Learning

- Embed EDI in lesson planning and resources.
- Challenge discriminatory language or behaviour promptly.
- Use diverse examples and accessible materials.

3. Support for SEND and Vulnerable Learners

- Apply the graduated approach (Assess-Plan-Do-Review).
- Make reasonable adjustments and provide assistive technology where needed.

4. **Alternative Provision**

- Commission only providers meeting Essex IPES and Suffolk AP QA standards.
- Ensure AP placements uphold equality and inclusion principles.
[\[send.essex.gov.uk\]](https://send.essex.gov.uk), [\[suffolklocalauthority.org.uk\]](https://suffolklocalauthority.org.uk)

5. **Monitoring**

- Collect and analyse data on participation and outcomes by protected characteristics.
 - Publish equality objectives and review annually.
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Roles and Responsibilities

- **Principal Tutor (Charlotte Booth):** Leads on EDI compliance and training.
 - **Future Tutors:** Implement inclusive practices and report concerns.
 - **Admin/QA Lead:** Maintain records and monitor equality objectives.
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Monitoring and Review

- Annual review of policy and equality objectives.
 - Equality Impact Assessments for new policies and services.
 - Feedback from learners, parents, and commissioning schools.
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References

- Equality Act 2010 and PSED Guidance
- DfE Equality and Diversity Strategy
- SEND Code of Practice (2015)
- Curriculum and Assessment Review (2025)
- Essex & Suffolk AP QA Frameworks
- Tutors' Association Code of Practice

