

## Equality, Diversity, and Inclusion Policy

<b>POLICY INTENDED FOR:</b>	All stakeholders
<b>CATEGORY:</b>	Governance and Compliance
<b>POLICY IMPLEMENTED BY:</b>	Managing Director
<b>POLICY MONITORED BY:</b>	Operations Team
<b>REVIEWED BY:</b>	Managing Director
<b>EFFECTIVE DATE:</b>	03/02/2025
<b>REVIEW DATE:</b>	03/02/2026 or as required

### Introduction

ProEd is an inclusive organisation which aspires to provide a non-discriminatory environment which is free from harassment and victimisation and is committed to promoting equality of opportunity.

ProEd opposes all unlawful or unfair forms of discrimination, harassment and victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

ProEd is committed to enhancing services further and to welcoming more learners and staff from all protected groups.

### Roles and Responsibilities

Everyone involved in ProEd has a role to play. In particular:

**Students:** Students have a responsibility to ensure that they behave appropriately in promoting an environment which is free from discrimination, harassment and victimisation. They should be aware of the requirements of the legislation and feel able to challenge and/or report inappropriate behaviour.

**Staff:** All staff have a legal obligation to ensure that they behave appropriately, that they have a responsibility to promote good behaviour and awareness of actions. They have a responsibility to request the appropriate training and development sessions to improve their understanding of equalities and the need to eliminate inappropriate behaviour. Teaching staff have a responsibility to ensure that all teaching materials are free from bias and stereotyping.

Management: Management has a responsibility to ensure that equality is respected by all staff. Leading by example and managing inappropriate behaviour according to the culture and to the current procedures on discipline and grievance.

### **Protected Characteristics**

Section 4 of the Equality Act 2010 identifies the following protected characteristics, which are the grounds on which discrimination, harassment, and victimisation are prohibited:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In addition to the protected characteristics outlined in the Equality Act 2010, ProEd does not tolerate discrimination based on other characteristics or circumstances, including but not limited to:

- Gender or gender identity
- Ethnicity, nationality, or immigration status
- Language or accent
- Political views or affiliations (does not extend to views, actions, or affiliations that promote hatred, violence, or discrimination against others)
- Neurodiversity
- Physical appearance
- Lifestyle choices
- Family structure
- Socio-economic background
- Educational background

At ProEd, we operate a zero-tolerance policy toward any form of discrimination or harassment. Such actions may result in disciplinary measures for staff or students. External stakeholders are also required to adhere to these standards of compliance.

### **Forms of discrimination:**

- Direct Discrimination: Treating someone with a protected characteristic or differing circumstances less favorably than others.

- Indirect Discrimination: Implementing rules, policies, or practices that appear neutral but disadvantage individuals with a protected characteristic or differing circumstances.
- Harassment: Unwanted behavior linked to a protected characteristic or differing circumstances that violates a person's dignity or creates an intimidating, hostile, degrading, or offensive environment.
- Victimization: Treating someone unfairly because they have, or are perceived to have, raised a complaint about discrimination or harassment, or have supported someone else in doing so.

ProEd is committed to creating an inclusive, respectful, and supportive environment for all individuals, including staff, students, and external stakeholders. We expect all members of our community to uphold these values and comply with this policy.