

Equality & Diversity Policy

1. Purpose

At School To Medic, we are committed to creating an inclusive, respectful, and supportive learning environment for every student. We celebrate diversity and ensure that no student, parent, or tutor is unfairly treated or disadvantaged on the basis of protected characteristics or personal circumstances.

2. Legal Framework

This policy is guided by the principles of the Equality Act 2010, which protects individuals from discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Our Commitment

- Ensure all students have equal access to high-quality tutoring and mentoring.
- Recognise and respect different learning styles, abilities, and cultural backgrounds.
- Provide reasonable adjustments where possible to support individual needs (e.g., students with learning difficulties, SEND, disabilities).
- Ensure all tutors treat students and parents with dignity, fairness, and respect at all times.
- Promote a culture where diversity is valued and discriminatory behaviours are not tolerated.

4. Responsibilities

Tutor Responsibilities:

- Uphold this Equality & Diversity Policy during all lessons and interactions.
- Challenge and report discriminatory attitudes, comments, or behaviours.
- Take into account cultural sensitivities and learning needs when planning lessons.

Parent/Student Responsibilities:

- Respect the principle of equality and refrain from discriminatory behaviour.
- Inform the tutor of any learning needs, SEND, or personal circumstances that could affect learning, so support can be provided.

Business Responsibilities (School To Medic):

- Provide safeguarding and inclusivity training/resources to tutors.
- Ensure policies remain compliant with current UK legislation.
- Respond promptly to any concerns or complaints relating to equality or diversity.

5. Complaints & Concerns

- Any concerns about equality or discrimination should be raised through the *Complaints Policy*.
- Issues will be investigated fairly, confidentially, and action will be taken where necessary.

6. Review

This policy will be reviewed annually or sooner if required by changes in legislation or business practices.

