



Equality & Diversity Policy

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Equality and Diversity Policy

1. Introduction

Language Tree is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of its operations. As a British Council-accredited language school, we strive to create a welcoming and inclusive learning environment where students, staff, and visitors are treated with dignity and respect at all times.

2. Purpose

This policy aims to:

- Prevent discrimination, harassment, and victimisation.
- Promote equal opportunities for all.
- Foster a culture of respect and inclusion.
- Ensure compliance with the UK Equality Act 2010, including the latest amendments, and British Council accreditation requirements.

3. Scope

This policy applies to all students and staff (including temporary and contract workers). It covers all aspects of school life, including recruitment, admissions, teaching, assessment, and extracurricular activities.

4. Principles

- **Fair Treatment:** Everyone is treated fairly and without bias, irrespective of age, disability, gender, gender identity, race, ethnicity, religion, sexual orientation, or socio-economic background.
- **Inclusive Learning Environment:** Teaching methods, materials, and facilities are accessible and inclusive. Reasonable adjustments are made for individuals with disabilities or specific needs.
- **Zero Tolerance for Discrimination and Harassment:** Any form of discrimination, harassment, or bullying, including sexual harassment, is not tolerated. Reports will be taken seriously and addressed promptly.
- **Diversity Awareness:** Staff and students receive training and guidance to promote understanding and appreciation of cultural and individual differences.
- **Equal Opportunities:** Recruitment, admissions, and progression are based on merit, ensuring fairness in decision-making processes.

5. Responsibilities

- **Management:** Ensures implementation and review of this policy.
- **Staff:** Upholds EDI principles in teaching and interactions.
- **Students:** Expected to treat peers and staff with respect and report any concerns.



6. Prevention of Harassment

In accordance with the Worker Protection (Amendment of Equality Act 2010) Act 2023, Language Tree will:

- Take reasonable steps to prevent sexual harassment of employees and students.
- Implement regular training sessions for staff and students on recognizing and preventing harassment.
- Establish confidential reporting mechanisms to ensure all complaints are taken seriously and addressed promptly.
- Review policies and procedures regularly to foster a safe and inclusive environment.

7. Reporting and Complaints

Anyone experiencing or witnessing discrimination or harassment should report it to any of the named staff at the start of this policy. Complaints will be handled sensitively and confidentially, in line with the school's grievance procedures.

Anyone found to have breached this policy may have broken the law and will be subject to our Discipline Procedure.

8. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and alignment with legal and accreditation requirements.

9. Contact Information

For queries or concerns regarding this policy, please contact any of the staff indicated at the start of this policy.