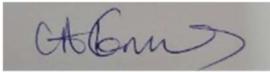
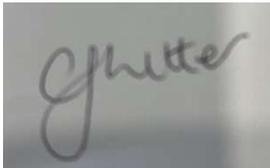
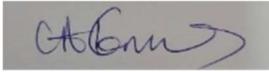


BioGrad Education Equality Diversity and Inclusion Policy

Copy Holder Information

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1. Purpose

This policy sets out our commitment to promoting equality, valuing diversity, and fostering an inclusive learning and working environment. As an independent training provider, we are dedicated to ensuring that all learners, staff, partners, and stakeholders are treated with dignity and respect, and that everyone has equal access to opportunities and resources to achieve their potential.

2. Scope

This policy applies to:

- All learners enrolled on our programmes.
- All employees, contractors, and associates engaged by us.
- All stakeholders, employers, and partners we work with.

3. Policy Statement

We are committed to:

- **Equality** – ensuring that no individual or group is disadvantaged or discriminated against because of a protected characteristic or personal circumstance.
- **Diversity** – recognising, respecting, and valuing individual differences, experiences, and perspectives.
- **Inclusion** – creating an environment where everyone feels welcome, supported, and able to contribute fully.

We oppose all forms of unlawful discrimination, harassment, victimisation, and bullying.

4. Legal Framework

This policy reflects our responsibilities under the **Equality Act 2010** and other relevant legislation, including safeguarding and data protection requirements.

We will not discriminate, directly or indirectly, on the grounds of:

- 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

5. Our Commitments

For Learners

- Provide fair access to training, assessment, and support services.
- Make reasonable adjustments to remove barriers for learners with disabilities or additional needs.
- Ensure that teaching and learning materials are free from bias and reflect diverse perspectives.
- Monitor outcomes to identify and address any inequalities in achievement, progression, or retention.

For Staff

- Promote inclusive recruitment, selection, and career development practices.
- Offer training and development to support staff understanding of EDI principles.
- Provide a safe and respectful workplace, free from discrimination and harassment.

For Stakeholders & Partners

- Work collaboratively with employers and partners to promote inclusive practices in apprenticeships, work placements, and training opportunities.
- Encourage and support employers to meet their own EDI responsibilities.

6. Responsibilities

- **Senior Leadership:** Overall accountability for implementing and reviewing this policy.
- **Managers & Trainers:** Ensuring day-to-day practices are inclusive and free from discrimination.
- **All Staff & Learners:** Respecting others, challenging inappropriate behaviour, and upholding the values of equality, diversity, and inclusion.

7. Reporting and Complaints

We encourage anyone who experiences or witnesses' discrimination, harassment, or unfair treatment to raise concerns. Reports will be treated seriously, investigated promptly, and addressed fairly in line with our complaints and disciplinary procedures.

8. Monitoring and Review

- We will collect and analyse data on participation, achievement, and progression to monitor equality of opportunity.
- This policy will be reviewed annually to ensure it remains current, effective, and aligned with best practice.