

Equality diversity and inclusion Policy



Make UK Apprenticeships and Skills Centres are proud to be chosen by people from a wide range of backgrounds. We work with parents, learners, governors, staff and community partners to ensure we are inclusive and fair. The contribution of everyone will be valued and everyone will be treated purely on their merits. But Make UK is made up of people, so this only works if everyone accepts their responsibility to act fairly within the policy and the law. Every member of staff has an obligation to ensure fair and dignified treatment. *(To be read alongside EEF (Trading as Make UK) Equality, diversity and Inclusion Policy)*

We Pledge

- To ensure that our commitment to equality, diversity and inclusivity is embedded in our organisation and is experienced by all our staff, learners, governors and visitors.
- To promote a culture of mutual respect and understanding, and to continually review our policies.
- To challenge and respond to incident of inappropriate behaviour
- To ensure that Make UK is free from discrimination, harassment and bullying.

Excellence in all that we do

- a teaching and learning environment conducive to all
- fair treatment for all learners
- help everyone give their best
- foster good relationships between different groups
- maintain good employment practices
- encourage good staff morale
- attract, develop and retain the best quality staff
- avoid unlawful discrimination
- Promote Equality, diversity, and inclusion. And British values

Trust, respect and integrity

We will thoroughly investigate any complaints of bullying, harassment, and unlawful discrimination

- We challenge instances of discrimination or prejudice.
- We will treat staff and learners personal data with integrity and confidentiality.
- Our learner's behaviour mirror the respect with which we treat each other.

Supporting staff and learners with mental health concerns

We recognise that many staff and learners will experience period of mental ill health at some time in their lives. We have a support framework in place, including mental health first aiders, health and wellbeing support and external links to support staff and learners.

Governance and Management of Equality Diversity and inclusion

Make UK is passionate about Equality, Diversity and Inclusion as stated in our make UK policy. It is considered throughout our governance structures. It is a key priority for the group leadership team.

The key principals of equality, diversity inclusion and human rights are embedded in all aspects of our business, activities and culture. However, our Chief Executive has also established an equality, diversity and inclusion working group.

Equality diversity and inclusion in recruitment and selection

A positive approach to diversity allows us to select the best person for the job based on merit alone and free from bias on the grounds of factors such as age, disability, gender or race that are not relevant to the person's ability to do the job. *(Read Make UK Recruitment and Selection Policy for more detail)*

The Equality Act

The Equality Act 2010 forms the basis of this Equality diversity and inclusion policy, which defines the protected characteristics as:

- Age
- Disability
- Gender
- Race
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnerships

Whilst all nine characteristics apply in the employment duties of the Act, the characteristic of marriage and civil partnerships is not included in the education duties of the Act

Types of Discrimination

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender, race, religion or belief, sexual orientation and gender reassignment)

Indirect discrimination

Indirect discrimination can be justified if it can be shown that the organisation acted reasonably, i.e. that it is a proportionate means of achieving a legitimate aim. If the 'legitimate aim' is solely with the aim of reducing costs, it is unlikely on its own to meet the test of being reasonable and proportionate.

Harassment

Harassment occurs when someone engages in unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment and where such conduct could reasonably be considered as having that effect.

Victimisation

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

Bullying

It is usually persistent, offensive, abusive, intimidating, malicious or insulting behaviour or unfair use of sanctions by one person towards another, which has the purpose, or effect, of intimidating, belittling or humiliating the recipient, leading to a loss of self-esteem.

British Values

We promote British values of:

Democracy

Rule of law

Mutual respect and tolerance

Individual liberty and freedom of speech


Communication and Impact:

Equal and fair access to high quality learning, as well as the promotion of British values will be promoted by embedding appropriate teaching and learning activity into the curriculum, as well as actively promoting throughout the working partnership with all stakeholders, including agreeing a mutually supportive plan for working throughout the learner journey.

Staff are trained on a yearly basis via a remote online systems clarifying the updates with equality diversity and inclusion, they also have to undertake an assessment to substantiate competency.

Apprentices receive the same training as above but to a different level, they also receive training throughout the year.

We monitor the impact of this policy through 'learner voice' activity, such as surveys and feedback, regular monitoring of Equality and Diversity Impact Measures (EDIMs), including learner rates and reviewing organisational activity in line with changes to legislation and guidance from regulatory bodies.

Policy Author	Policy Signature	Last Review Date	Policy Date	Policy Review Date
Jayne Griffiths Compliance Manager		August 2024	September 2025	September 2026