

Equality, Diversity and Inclusion Policy

1. Introduction

This **Equality, Diversity and Inclusion Policy** outlines the commitment of **Strength and Conditioning Education (SCE)** to promoting equality, valuing diversity, and fostering an inclusive learning environment.

We are committed to ensuring that all individuals are treated with dignity and respect and are able to participate fully in education regardless of their background or personal circumstances.

This policy is aligned with the **Equality Act 2010**, which protects individuals from discrimination.

2. Policy Statement

a) **Equal Opportunities**

Strength and Conditioning Education is committed to providing equal opportunities to all individuals. We do not tolerate discrimination, harassment, or victimisation on the basis of any **protected characteristic**, including:

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

b) **Inclusivity and Diversity**

We recognise and value the diversity of our learners, staff, and stakeholders. We are committed to creating an inclusive culture where differences are respected and everyone feels welcomed and supported.

c) **Accessible Learning**

We will take reasonable steps to remove barriers to learning. This includes making **reasonable adjustments** for individuals with disabilities, learning differences, or additional needs, ensuring equitable access to all programmes and services.

d) **Positive Learning Environment**

We are committed to providing a safe, respectful, and inclusive environment free from bullying, harassment, discrimination, or offensive behaviour.

All individuals are expected to contribute to a culture of mutual respect.

3. Responsibilities

a) **Leadership Commitment**

Senior management is responsible for:

- Promoting equality, diversity, and inclusion (EDI)
- Ensuring compliance with legal obligations
- Embedding EDI principles into all organisational practices

b) **Staff and Instructors**

All staff must:

- Treat others fairly and without discrimination
- Promote inclusive practices in teaching and assessment
- Challenge inappropriate behaviour where it occurs
- Engage in ongoing training and development on EDI issues

c) **Students and Participants**

All learners are expected to:

- Treat others with dignity and respect
- Refrain from discriminatory or inappropriate behaviour
- Contribute to an inclusive and supportive learning environment

4. Implementation and Action

a) **Training and Development**

SCE will provide regular training to staff and instructors on equality, diversity, inclusion, and unconscious bias to ensure awareness and compliance with current UK standards.

b) **Reporting Mechanisms**

Any individual who experiences or witnesses discrimination, harassment, or unfair treatment is encouraged to report it to the **Customer Experience Manager** at: info@strengthandconditioningeducation.com

All reports will be handled:

- Confidentially
- Promptly
- Without risk of retaliation (in line with UK whistleblowing protections)

c) **Investigation and Resolution**

All complaints will be:

- Investigated thoroughly and impartially
- Managed in line with organisational procedures
- Resolved with appropriate action, which may include disciplinary measures

Steps will also be taken to address any systemic issues identified.

5. Monitoring and Review

a) Monitoring

We will monitor the effectiveness of this policy through:

- Feedback from learners and staff
- Complaints and incident data
- Periodic equality reviews

Where equality data is collected, it will be handled in accordance with **UK GDPR** and data protection legislation.

b) Policy Review

This policy will be reviewed annually (or sooner if required) to ensure it remains compliant with UK legislation and reflects current best practice.

6. Communication and Awareness

a) Policy Communication

This policy will be:

- Published on the organisation's website
- Included in learner and staff handbooks
- Made available upon request

b) Awareness and Promotion

We will promote equality, diversity, and inclusion through:

- Training sessions
- Workshops and communications
- Ongoing engagement with staff and learners

Strength and Conditioning Education is committed to continuously improving its approach to equality, diversity, and inclusion. We will actively seek feedback and take steps to enhance our practices to ensure an inclusive environment for all.