



THE LINK TRAINING ACADEMY

EQUALITY, DIVERSITY, INCLUSION AND BELONGING POLICY

2026-2027

Document Control

Policy Title: Equality, Diversity, Inclusion and Belonging Policy

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Policy Owner: Directors

Responsible Lead: Director

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1. Policy Statement

The Link Training Academy is committed to creating and maintaining a culture where equality, diversity, inclusion and belonging are actively promoted and celebrated.

We are committed to ensuring that all learners, apprentices, staff, associates, contractors, volunteers, employers and stakeholders are treated fairly, consistently, respectfully and with dignity.

The Organisation will not tolerate discrimination, harassment, bullying, victimisation, exclusion or any form of unlawful conduct.

We recognise that diversity strengthens learning, improves outcomes and enriches our organisational culture.

We are committed to creating an environment in which everyone can participate fully, achieve their potential and feel valued for who they are.

2. Purpose

This policy aims to:

- Promote equality of opportunity.
 - Foster an inclusive learning and working environment.
 - Eliminate unlawful discrimination.
 - Prevent bullying, harassment and victimisation.
 - Remove barriers to participation and achievement.
 - Promote positive relationships and mutual respect.
 - Support compliance with relevant legislation.
 - Improve learner, employer and staff experiences.
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3. Scope

This policy applies to:

- Learners and apprentices.
- Staff and managers.

- Directors and Governors.
- Associates and contractors.
- Employers and workplace mentors.
- Volunteers.
- Visitors.
- Applicants seeking employment or learning opportunities.

The policy applies across all The Link Trainings activities including:

- Recruitment and selection.
 - Teaching, learning and assessment.
 - Apprenticeship provision.
 - Professional development activities.
 - Online learning.
 - Workplace learning.
 - Meetings and events.
 - Social and digital communication.
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4. Legal Framework

This policy supports compliance with:

- Equality Act 2010.
 - Human Rights Act 1998.
 - Data Protection legislation.
 - Keeping Children Safe in Education.
 - Care Act 2014.
 - Prevent Duty Guidance.
 - Current Ofsted requirements.
 - Relevant Awarding Organisation requirements.
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5. Equality, Diversity, Inclusion and Belonging

Equality

Equality means ensuring that individuals are treated fairly and have access to opportunities without unlawful discrimination.

Diversity

Diversity recognises and values the differences between individuals and communities.

Inclusion

Inclusion means creating environments where individuals feel welcome, respected and able to participate fully.

Belonging

Belonging means creating a culture where individuals feel valued, accepted and able to contribute confidently without fear of exclusion or discrimination.

The organisation recognises that equality alone does not create inclusion and actively seeks to remove barriers to participation and progression.

6. Protected Characteristics

The Organisation recognises and protects the characteristics covered by the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Discrimination, harassment or victimisation relating to any protected characteristic will not be tolerated.

7. Commitment to Inclusion

The Organisation will:

- Promote an inclusive culture.
- Challenge stereotypes and prejudice.
- Celebrate diversity.
- Promote positive role models.
- Remove unnecessary barriers to participation.

- Foster positive relationships.
- Support learner achievement and progression.
- Promote respectful communication.
- Encourage participation from underrepresented groups.

Inclusion will be embedded throughout organisational activities including recruitment, curriculum delivery, learner support, assessment and professional development.

8. Reasonable Adjustments

The Organisation is committed to supporting individuals who may require reasonable adjustments.

Reasonable adjustments may include:

- Adapted learning materials.
- Accessible communication methods.
- Specialist equipment.
- Additional learning support.
- Workplace adjustments.
- Flexible working arrangements.
- Alternative assessment arrangements.
- Recruitment adjustments.

Requests for reasonable adjustments will be considered fairly, promptly and confidentially.

9. Bullying, Harassment and Victimisation

The Organisation operates a zero-tolerance approach towards:

- Bullying.
- Harassment.
- Sexual harassment.
- Victimisation.
- Hate-related incidents.
- Discriminatory behaviour.

Examples include:

- Offensive comments or jokes.
- Derogatory language.
- Racist, sexist, homophobic or transphobic remarks.

- Intimidation or humiliation.
- Unwanted physical contact.
- Online harassment.
- Excluding individuals from activities.
- Displaying offensive material.

Concerns will be managed under:

- Bullying, Harassment and Respectful Behaviour Policy.
- Safeguarding procedures.
- Disciplinary procedures.
- Complaints procedures.

where appropriate.

10. Inclusive Recruitment and Employment

The Organisation is committed to fair and inclusive recruitment and employment practices.

Decisions regarding:

- Recruitment.
- Selection.
- Promotion.
- Training.
- Development.
- Progression.

will be based on:

- Skills.
- Qualifications.
- Experience.
- Competence.
- Organisational requirements.

and never on protected characteristics.

The Organisation will seek to remove unnecessary barriers to recruitment and progression wherever possible.

11. Learning, Teaching and Assessment

The Organisation will:

- Promote equality, diversity and inclusion throughout learning programmes.
- Ensure learning resources are inclusive and representative.
- Challenge discriminatory attitudes and behaviours.
- Promote positive learner experiences.
- Support learners with additional needs.
- Embed equality, diversity and inclusion themes within teaching, learning and assessment activities.
- Promote inclusive assessment practice.

Teaching, learning and assessment will be planned to support participation and achievement for all learners.

12. British Values and Inclusion

The Organisation actively promotes:

- Democracy.
- Rule of Law.
- Individual Liberty.
- Mutual Respect.
- Tolerance of Different Faiths and Beliefs.

These values support positive learner development, safeguarding, inclusion and respectful behaviour.

All staff are expected to model and promote these principles within their professional practice.

13. Roles and Responsibilities

Board of Governors and Directors

Responsible for:

- Strategic oversight of equality, diversity and inclusion.
- Reviewing organisational performance.
- Ensuring appropriate policies and resources are in place.
- Monitoring equality-related risks and trends.

Managers

Responsible for:

- Promoting inclusive practice.
- Leading by example.
- Addressing concerns promptly.
- Supporting reasonable adjustments.
- Monitoring equality issues within their areas of responsibility.

Staff

All staff are responsible for:

- Promoting equality, diversity and inclusion.
- Treating others with dignity and respect.
- Challenging discriminatory behaviour.
- Supporting inclusive environments.
- Reporting concerns.
- Completing mandatory training.
- Acting as positive professional role models.

Learners

Learners are expected to:

- Treat others respectfully.
- Promote inclusive behaviour.
- Report concerns.
- Contribute positively to learning environments.

14. Reporting Concerns

Individuals are encouraged to report concerns relating to:

- Discrimination.
- Harassment.
- Bullying.
- Victimisation.
- Hate incidents.
- Exclusion.

Concerns may be raised through:

- Managers.
- Safeguarding staff.
- Complaints procedures.
- Whistleblowing procedures.
- Grievance procedures.

Reports will be taken seriously and investigated appropriately.

No individual will suffer detriment for raising a genuine concern in good faith.

15. Monitoring and Review

The Organisation will monitor:

- Learner participation.
- Learner achievement.
- Recruitment activity.
- Complaints and grievances.
- Safeguarding data.
- Equality-related incidents.
- Learner and employer feedback.
- Staff development activity.

Findings will inform:

- Self-Assessment Reports (SAR).
 - Quality Improvement Plans (QIP).
 - Staff development planning.
 - Policy review.
 - Organisational improvement activities.
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16. Related Documents

- Staff Handbook and Professional Standards Manual
- Safeguarding and Child Protection Policy
- Bullying, Harassment and Respectful Behaviour Policy
- Learning, Development and Professional Standards Policy
- Complaints Policy and Procedure
- Grievance Policy and Procedure

- Whistleblowing, Fraud Prevention and Anti-Bribery Policy
 - Information Technology, Cyber Security, Online Safety and Acceptable Use Policy
 - Data Protection and Information Governance Policy
 - Equality Impact Assessment Process
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Version Control

Version	Date	Author	Summary
V1 2026-2027	August 2026	Amanda Lodge-Stewart	Complete policy refresh aligned to Staff Handbook, safeguarding framework, Ofsted expectations, Equality Act 2010, inclusion and belonging principles, and organisational policy suite.