

## **Appendix 1**

### **Equality and Diversity Policy**

- 1.1 The Department for Education (“the Department”) is committed to creating a culture in which equality of opportunity and diversity are promoted actively and unlawful discrimination is not tolerated. The Department believes in the principles of social justice, acknowledges that discrimination affects individuals in complex ways and is committed to challenge all forms of inequality. It recognises the educational and business benefits of having a diverse community of staff and learners and, to this end, working towards building and maintaining an environment that values diversity.
- 1.2 Providers will be expected to comply with all relevant equality, diversity and equal opportunities legislation.
- 1.3 With this in mind, the Department expects the successful provider to address the following:
- The attraction, recruitment & retention of a diverse range of participants onto Programmes.
  - The provision of a culture of support which ensures that learning materials and processes enable issues of diversity to be addressed and conform to the codes of practice applied to the DfE publications with respect to diversity.
  - The implementation of policies which express commitment to diversity and also commit to processes which monitor performance and enable diversity issues to be addressed.
  - Specifically, conformity to the Equality Act 2010 and associated codes of practice e.g. with regard to the suitability of venues and the accessibility of leadership and training programme materials and internet material.