

Policy Title:	WMC Training Equality, Diversity & Accessibility Plan 2025/26
Created:	20/10/2025
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Version:	2
Approved by:	Emma Grimshaw (Operations Director)

1. Purpose

WMC Training is committed to promoting equality, celebrating diversity, and ensuring accessibility across all aspects of its provision.

We actively remove barriers to participation, achievement, and progression for every learner, regardless of background, need, or protected characteristic.

This plan sets out how WMC Training meets its duties under the Equality Act 2010, the Public Sector Equality Duty, and the SEND Code of Practice (2015), while supporting delivery of the Inclusion Policy and Two-Tier APDR Framework.

2. Equality and Accessibility Objectives 2025–2026

Objective	Actions	Measures / Evidence	Lead
1. Promote equitable access and achievement for all learners	- Monitor outcomes by protected characteristic and SEND status. - Identify gaps and target interventions proportionately through Tier 1 and Tier 2 support.	Achievement parity across subgroups; retention and satisfaction data.	Quality Lead / Inclusion Lead
2. Strengthen accessibility of digital and physical environments	- Conduct accessibility audit of learning platforms, APDR templates, and resources. - Implement inclusive design standards and assistive tech toolkit.	Accessibility audit completion; compliance with WCAG 2.1 AA standards.	Operations Director/Quality Lead
3. Enhance staff confidence in inclusive practice	- Deliver monthly CPD on inclusive teaching, neurodiversity, and reasonable adjustments. - Include Tier 1 vs Tier 2 differentiation training.	Staff CPD evaluation $\geq 4/5$; QA observation outcomes.	Quality Lead/Operations Director

4. Embed equality and British Values into curriculum	- Map equality, diversity, and inclusion learning outcomes across all apprenticeship standards. - QA ILPs and reviews for evidence of inclusive delivery.	Curriculum mapping; learner feedback.	Quality Team
5. Implement and evaluate the Two-Tier APDR process	- Empower tutors to manage Tier 1 support and monitor impact every 12 weeks. - Inclusion Lead to oversee Tier 2 learners and funding evidence. - Inclusion Panels to review effectiveness termly.	Inclusion dashboard; learner impact summaries; funding audit evidence.	Inclusion Lead

3. Accessibility Commitments

- All learning materials aim to meet WCAG 2.1 AA accessibility standards.
- Learners can request resources in alternative formats.
- Review templates and ILPs remain screen-reader compatible.
- Reasonable adjustments are implemented in line with APDR plans and the Two-Tier Framework.
- Tutors are responsible for ensuring accessibility within their own teaching sessions, supported by the Inclusion Lead.

4. Monitoring and Reporting

- Equality and inclusion data are reported termly to the Senior Management Team and governors.
- EDAP objectives are embedded in the Quality Improvement Plan (QIP) and reviewed through the Inclusion Panel.
- An annual EDI Impact Statement is published alongside the Self-Assessment Report (SAR).

5. Review

This plan is reviewed annually by the Inclusion Lead and Quality Lead.

Next review due: **20 October 2026.**