

## WMC Training Ltd

|                           |                                                                                  |
|---------------------------|----------------------------------------------------------------------------------|
| <b>Policy Information</b> | <b>Equality, Diversity, Inclusion &amp; Belonging Policy</b>                     |
| <b>Policy Owner</b>       | Managing Director                                                                |
| <b>Approved By</b>        | Board of Governors                                                               |
| <b>Version</b>            | 1.0                                                                              |
| <b>Date Reviewed</b>      | 01 May 2026                                                                      |
| <b>Review Date</b>        | 01 May 2027                                                                      |
| <b>Applies To</b>         | All learners, apprentices, staff, employers, governors, contractors and visitors |

### 1. Purpose

WMC Training is committed to creating an environment where equality, diversity, inclusion and belonging are embedded throughout every aspect of the organisation. We believe that everyone should be treated fairly, with dignity and respect, and be provided with equitable opportunities to learn, develop and succeed.

The purpose of this policy is to:

- promote equality of opportunity for all;
- eliminate unlawful discrimination, harassment and victimisation;
- foster a culture of belonging where every individual feels respected and valued;
- celebrate diversity and promote inclusive practice across all apprenticeship programmes;
- ensure compliance with relevant equality legislation;
- support continuous improvement through monitoring and evaluation.

## 2. Scope

This policy applies to:

- all apprentices and learners;
- prospective learners;
- all employees;
- tutors, assessors and quality staff;
- employers supporting apprentices;
- governors;
- contractors and visitors engaged with WMC Training.

This policy should be read alongside:

- Inclusive Learning & Additional Learning Support Policy
- Safeguarding, Prevent & Wellbeing Policy
- Curriculum, Teaching & Assessment Policy
- Behaviour, Attendance & Professional Conduct Policy
- Learner Handbook
- Employer Handbook
- Tutor Handbook

## 3. Policy Statement

WMC Training recognises that diversity strengthens our organisation and enhances the learning experience for everyone.

We are committed to creating an inclusive culture where differences are recognised, respected and celebrated, and where every learner and member of staff feels that they belong.

We will not tolerate discrimination, bullying, harassment, victimisation or prejudice in any form.

Equality, diversity and inclusion are embedded throughout curriculum delivery, teaching, assessment, learner support, recruitment, safeguarding, quality assurance and leadership. We expect all members of the WMC community to uphold these values and contribute positively to creating an inclusive learning environment.

#### **4. Policy Objectives**

WMC Training will:

- provide equal access to learning and employment opportunities;
- actively promote diversity and inclusion throughout the curriculum;
- ensure learners understand protected characteristics, British Values and respectful behaviours;
- create learning environments where every learner feels safe, respected and included;
- identify and remove barriers that may disadvantage individuals;
- ensure reasonable adjustments are implemented where appropriate;
- promote positive relationships built upon dignity and mutual respect;
- monitor equality data to identify trends and improve outcomes for different learner groups;
- respond promptly to discrimination, bullying or harassment.

#### **5. Protected Characteristics**

In accordance with the Equality Act 2010, WMC Training recognises the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

No learner, member of staff or employer will receive less favourable treatment because of any protected characteristic.

## **6. Roles and Responsibilities**

### **Learners**

Learners are expected to:

- treat others with dignity and respect;
- contribute to an inclusive learning environment;
- challenge inappropriate behaviour where safe to do so;
- report discrimination, bullying or harassment;
- engage positively with equality, diversity and inclusion activities.

### **Tutors**

Tutors will:

- create inclusive learning environments;
- adapt teaching to meet individual learner needs;
- embed equality, diversity and British Values throughout teaching and reviews;
- challenge discriminatory language or behaviour;
- promote respectful discussion;

- report any concerns through appropriate safeguarding or organisational procedures.

## **Employers**

Employers supporting apprentices are expected to:

- provide an inclusive workplace;
- promote equality of opportunity;
- support agreed reasonable adjustments;
- challenge discriminatory behaviour within the workplace;
- work collaboratively with WMC Training to remove barriers to learning.

## **Quality Team**

The Quality Team will:

- monitor the quality of inclusive teaching;
- review learner voice relating to equality and inclusion;
- evaluate achievement and participation across learner groups;
- identify trends through quality assurance activities;
- support tutors in developing inclusive teaching practice.

## **Senior Leadership Team**

Senior leaders will:

- promote an inclusive organisational culture;
- ensure compliance with equality legislation;
- monitor equality objectives and learner outcomes;
- evaluate equality data through the Self-Assessment Report;

- implement improvement actions where required.

## **Board of Governors**

The Board will:

- monitor equality performance;
- review organisational equality objectives;
- provide challenge and support regarding inclusion;
- receive annual reports relating to equality, diversity and learner outcomes.

## **7. Promoting Equality, Diversity, Inclusion & Belonging**

Equality, diversity and inclusion are embedded throughout WMC Training through:

- curriculum planning and delivery;
- one-to-one progress reviews;
- safeguarding and Prevent education;
- British Values;
- learner induction;
- tutor CPD;
- Neuroteacher UK training;
- learner voice activities;
- quality assurance;
- recruitment and onboarding;
- employer engagement;
- accessible learning resources.

Belonging is promoted by ensuring learners experience positive relationships, personalised support and opportunities to contribute to their learning journey.

## 8. Preventing Discrimination, Bullying & Harassment

WMC Training operates a zero-tolerance approach towards:

- discrimination;
- harassment;
- bullying;
- victimisation;
- hate incidents;
- sexual harassment;
- online abuse;
- discriminatory language or behaviour.

Concerns will be investigated promptly and managed through the appropriate organisational procedures, including safeguarding where necessary.

## 9. Monitoring & Review

Leaders monitor the effectiveness of this policy through:

- learner surveys;
- employer surveys;
- staff surveys;
- achievement data;
- retention and participation data;
- quality assurance activities;
- Tutor Excellence Reviews;
- observation of teaching;
- safeguarding themes;

- complaints and compliments;
- Board reporting;
- annual Self-Assessment Report and Quality Improvement Plan.

Equality objectives are reviewed annually to ensure continuous improvement.

## 10. Related Documents

- Inclusive Learning & Additional Learning Support Policy
- Safeguarding, Prevent & Wellbeing Policy
- Behaviour, Attendance & Professional Conduct Policy
- Curriculum, Teaching & Assessment Policy
- Complaints, Appeals & Feedback Policy
- Data Protection & Information Governance Policy
- Learner Handbook
- Employer Handbook
- Tutor Handbook

## 11. Policy Review

This policy will be reviewed annually or sooner where legislative changes or organisational developments require amendment.