



Equality, Diversity and Inclusion (EDI) Policy

Policy Owner: Lets Make Change

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Approved by: Joseph Fitzpatrick

Version	Date	Author/Reviewed By	Summary of Changes	Approved By	Review Date
1.0	01/06/26	Alex Fitzpatrick	Initial policy created	Joseph Fitzpatrick	June 2027

Let's Make Change (LMC)

Equality, Diversity and Inclusion (EDI) Policy

1. Policy Statement

Let's Make Change (LMC) is committed to promoting equality, diversity, inclusion and fairness throughout all aspects of its work.

We believe that every individual should be treated with dignity, respect, and understanding, regardless of their background, identity, experiences or circumstances. We are committed to creating an environment where learners, families, staff, volunteers and partners feel safe, valued, respected and able to achieve their full potential.

This policy supports compliance with:

- Equality Act 2010;
- Human Rights Act 1998;
- Keeping Children Safe in Education (KCSIE);
- Special Educational Needs and Disability (SEND) legislation;
- Relevant safeguarding and employment legislation.

2. Scope

This policy applies to:

- Employees;
- Tutors;
- Volunteers;
- Directors and managers;
- Learners and service users;
- Parents, carers, and guardians;
- Contractors, consultants and partner organisations working on behalf of LMC.

The policy applies to:

- Recruitment and employment;
- Training and professional development;
- Tutoring and mentoring provision;
- Enrichment activities;
- Behaviour management;
- Service delivery;
- Day-to-day interactions and communications.

3. Definitions

Equality

Ensuring individuals are treated fairly and provided with opportunities that enable them to participate and succeed.

Diversity

Recognising, respecting, and valuing the differences that make people unique, including their backgrounds, experiences, beliefs, cultures and perspectives.

Inclusion

Creating an environment where everyone feels welcomed, respected, supported and able to participate fully.

Protected Characteristics

Under the Equality Act 2010, protected characteristics include:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

4. Our Commitment

LMC is committed to:

- Promoting equality of opportunity;
- Preventing unlawful discrimination;
- Creating an inclusive culture;
- Celebrating diversity;
- Challenging prejudice and discrimination;
- Removing barriers to participation;
- Supporting individuals to achieve their full potential.

We maintain a zero-tolerance approach to:

- Discrimination;
- Harassment;
- Bullying;
- Victimisation;
- Hate incidents;
- Any form of prejudice-based behaviour.

5. Equality in Education and Service Delivery

LMC will ensure that all learners have fair access to:

- Educational support;
- Tutoring and mentoring;
- Enrichment activities;
- Resources and learning opportunities;
- Additional support where required.

We will:

- Consider individual needs when planning provision;
- Make reasonable adjustments where appropriate;
- Support learners with SEND;
- Promote positive participation and engagement;
- Ensure no learner is disadvantaged because of a protected characteristic or additional need.

6. Promoting Diversity and Inclusion

LMC actively promotes diversity by:

- Valuing different experiences and perspectives;
- Using inclusive teaching and learning materials;
- Encouraging mutual respect and understanding;
- Celebrating different cultures, backgrounds and achievements;
- Creating opportunities for learners to develop understanding of the wider community.

Examples of inclusive practice include:

- Differentiated learning activities;
- Flexible teaching approaches;
- Accessible communication methods;
- Individualised support plans where required.

7. Accessibility and Reasonable Adjustments

LMC is committed to removing barriers wherever reasonably possible.

Reasonable adjustments may include:

- Adapted learning materials;
- Additional learning support;
- Alternative communication methods;
- Flexible delivery approaches;
- Physical accessibility considerations where possible.

Adjustments will be considered on an individual basis to ensure learners can participate fully and safely.

8. Roles and Responsibilities

Director and Management

Responsible for:

- Implementing and monitoring this policy;
- Promoting an inclusive organisational culture;
- Ensuring compliance with legislation;
- Investigating concerns and complaints;
- Providing appropriate resources and training.

Tutors and Staff

Responsible for:

- Treating everyone fairly and respectfully;
- Promoting equality and inclusion;
- Challenging inappropriate behaviour;
- Reporting concerns promptly;
- Participating in relevant training.

Learners

Expected to:

- Treat others with respect;
- Value differences;
- Behave inclusively;
- Report concerns appropriately.

Parents, Carers and Service Users

Expected to:

- Support the principles of this policy;
- Report concerns regarding discrimination or harassment;
- Work positively with LMC staff to promote inclusion.

Volunteers and Contractors

Responsible for:

- Following this policy;
- Completing required training;
- Maintaining professional standards of conduct.

9. Recruitment, Employment and Professional Development

LMC is committed to fair and inclusive employment practices.

We will ensure:

- Recruitment decisions are based on merit, qualifications, skills, and experience;
- Equal access to employment opportunities;
- Fair access to training and professional development;
- Fair and transparent employment practices;
- Compliance with safer recruitment procedures;
- Appropriate safeguarding and DBS checks before working with children.

Recruitment materials and advertisements will use inclusive language and encourage applications from diverse backgrounds.

10. Preventing Discrimination, Harassment and Victimisation

LMC will not tolerate:

- Direct discrimination;
- Indirect discrimination;
- Harassment;
- Victimisation;
- Hate-related behaviour;
- Bullying linked to protected characteristics.

All concerns will be taken seriously and investigated appropriately.

Where necessary, disciplinary procedures, safeguarding procedures or external referrals may be implemented.

11. Reporting Concerns and Complaints

Anyone who experiences or witnesses discrimination, harassment, or inequality is encouraged to report concerns promptly.

Reports may be made to:

- Tutors;
- Managers;
- The Designated Safeguarding Lead (DSL);
- The Director.

LMC will:

- Treat all reports seriously;
- Investigate concerns promptly;
- Maintain confidentiality where appropriate;
- Take appropriate action based on findings.

12. Support and Resolution

Where concerns arise, LMC may:

- Offer support and guidance;
- Facilitate restorative discussions where appropriate;
- Provide additional training;
- Implement behaviour or safeguarding interventions;
- Use disciplinary procedures where necessary.

Support will be offered to individuals affected by discrimination, harassment or victimisation.

13. Monitoring and Accountability

LMC will monitor equality and inclusion through:

- Recruitment and employment practices;
- Training participation;
- Learner engagement and outcomes;
- Feedback from learners, parents and staff;
- Incident and complaint records.

Management will review information periodically to identify opportunities for improvement and ensure compliance with legislation.

14. Training and Awareness

All staff, tutors, and volunteers will:

- Receive equality, diversity, inclusion and safeguarding training during induction;
- Complete refresher training as required;
- Understand their responsibilities under this policy;
- Promote inclusive practice in their work.

LMC will regularly review training needs and provide updates where appropriate.

15. Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy;
- Behaviour, Relationships and Anti-Bullying Policy;
- Online Safety (E-Safety) Policy;
- Data Protection and Confidentiality Policy;
- Safer Recruitment Policy;
- Attendance Policy.

16. Monitoring and Review

This policy will be reviewed:

- Annually;
- Following changes to legislation or guidance;
- Following significant incidents or complaints;
- Where organisational changes require review.