



**ESTAR**

ELITE SKILLS, TRAINING  
& RECRUITMENT

**CP-023**

**Equality, Diversity and  
Inclusion Policy**

**REV: 00**

**Address:** 4 Westway, Westway House, Blaydon on Tyne, NE21 4EE

**Policy Owner:** Board of Directors

**Applies to:** All staff, learners, apprentices, employers, contractors and visitors

**Review Frequency:** Annual

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## 1. Statement of Intent

ESTAR Education is committed to promoting a culture of **equality, diversity and inclusion (EDI)** across all areas of its provision.

We aim to ensure that:

- all individuals are treated fairly and with respect;
- diversity is recognised, valued and celebrated;
- barriers to participation and achievement are removed;
- all learners have equal opportunity to succeed.

We operate a **zero-tolerance approach** to:

- discrimination
  - harassment
  - victimisation
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## 2. Scope

This policy applies to:

- learners and apprentices
- staff and associates
- employers and workplace environments
- visitors and contractors

Across:

- centre-based delivery
  - workplace learning
  - remote/online environments
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## 3. Legal Framework

This policy aligns with the Equality Act 2010.

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## Protected Characteristics

The Act protects individuals from discrimination based on:

- age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation
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## 4. Definitions

### Equality

Ensuring individuals have **equal access and opportunity**, recognising that support may differ.

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### Diversity

Recognising and valuing **differences between individuals**, including backgrounds, experiences and perspectives.

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### Inclusion

Creating an environment where **everyone feels valued, respected and able to participate fully**.

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## 5. Commitment to EDI

ESTAR will:

- promote fairness and respect in all activities;
  - remove barriers to learning and progression;
  - challenge discrimination and inequality;
  - foster an inclusive learning environment;
  - ensure all learners feel safe and supported.
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## 6. Responsibilities

## **Board of Directors**

- ensure EDI is embedded across the organisation
  - monitor performance and compliance
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## **Leadership Team**

- implement EDI strategy
  - monitor equality of outcomes
  - address gaps in achievement
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## **Staff**

- promote inclusive practice
  - challenge inappropriate behaviour
  - support all learners equally
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## **Learners**

- respect others
  - behave inclusively
  - report concerns
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## **Employers**

- provide inclusive workplaces
  - support equality for apprentices
  - comply with relevant legislation
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## **7. Embedding EDI in Delivery**

EDI is integrated into:

- curriculum and teaching
- learner discussions and reviews
- workplace learning
- safeguarding and wellbeing
- British Values delivery

Learners are supported to:

- understand diversity
  - respect differences
  - develop inclusive behaviours
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## **8. British Values**

ESTAR promotes:

- democracy
- rule of law
- individual liberty
- mutual respect
- tolerance of different beliefs

These are embedded within:

- teaching sessions
  - learner discussions
  - programme delivery
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## **9. Preventing Discrimination**

ESTAR will not tolerate:

- direct discrimination
- indirect discrimination
- harassment
- victimisation

Any incidents will be:

- taken seriously
  - investigated promptly
  - managed under relevant policies
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## **10. Reasonable Adjustments**

ESTAR will:

- identify learner needs early;

- provide reasonable adjustments;
  - support learners with additional needs;
  - ensure accessibility across provision.
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## **11. Monitoring Equality**

ESTAR monitors:

- learner achievement and progression
- participation across groups
- feedback from learners and employers
- complaints and incidents

This allows:

- identification of gaps
  - targeted improvements
  - continuous development
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## **12. Learner Voice**

ESTAR values learner feedback through:

- reviews and discussions
- surveys
- feedback systems

Learner voice informs:

- quality improvement
  - curriculum design
  - support provision
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## **13. Safeguarding and EDI**

EDI is closely linked to safeguarding.

ESTAR ensures:

- vulnerable groups are protected;
- risks are identified early;
- inclusive safeguarding practices are applied.

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#### 14. Communication to Learners

This policy is communicated through:

- induction
- learner handbook
- teaching sessions
- tutor reviews
- online platforms
- employer engagement

Learners are made aware of:

- their rights
- expected behaviours
- how to report concerns

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#### 15. Breaches of Policy

Breaches may result in:

- disciplinary action
- removal from programme (in serious cases)
- referral under safeguarding procedures

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#### 16. Monitoring & Review

This policy is:

- reviewed annually
- updated in line with legislation
- monitored through performance data and feedback

Date of last Review	Print Name	Position
02/02/2026	Keiran Casey	Chief Executive Officer
	Darren Beach	Quality Manager

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#### 17. Related Policies

- Safeguarding Policy
- Bullying & Harassment Policy
- Learner Discipline Policy
- Health & Wellbeing Policy
- Complaints Policy