

Equality and Diversity Policy

This policy was updated on **1st June 2025**.



Private In-Person and Online Tutoring for
KS3, GCSE & A Level Students

1. Statement of Commitment

Smart Skills Tutoring Ltd is committed to advancing equality of opportunity, eliminating discrimination, and fostering a culture that respects and values diversity. We aim to provide an inclusive, supportive, and welcoming learning and working environment for all staff, tutors, students, parents/carers, and stakeholders.

We believe that promoting equality and embracing diversity enriches the educational experience and strengthens our community. Discrimination, harassment, victimisation, or any form of inequality will not be tolerated under any circumstances.

2. Legal and Regulatory Framework

This policy has been developed in accordance with the Equality Act 2010, which provides protection against discrimination based on the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origins)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

Smart Skills Tutoring Ltd also upholds its responsibilities under the Public Sector Equality Duty, including the duty to foster good relations and advance equality of opportunity between people who share a protected characteristic and those who do not.

3. Responsibilities

The promotion and delivery of equality, diversity, and inclusion (EDI) is a shared responsibility across the organisation. All members of the Smart Skills Tutoring community are expected to actively support the values outlined in this policy.

3.1 Senior Leadership Team and Directors

- Lead on EDI strategy and set expectations;
- Ensure all policies and practices reflect inclusivity and equality.
- Provide resources and accountability for implementation.

3.2 Tutors and Staff

- Promote inclusive teaching and learning practices;
- Treat all individuals with dignity, respect, and fairness;
- Be alert to discriminatory behaviours and address or report them appropriately.

- Participate in training on equality and diversity.

3.3 Students and Parents/Carers

- Engage respectfully with staff and fellow students;
- Report concerns related to discriminatory conduct or bias.
- Support a culture of openness, inclusion, and mutual understanding.

4. Policy Implementation

Smart Skills Tutoring Ltd will ensure the effective implementation of this policy through the following measures:

4.1 Training and Development

- Regular equality and diversity training for all staff and tutors;
- Safeguarding and inclusive teaching strategies are embedded into professional development.

4.2 Inclusive Curriculum and Delivery

- Review and update of teaching materials and resources to ensure cultural sensitivity, accessibility, and diverse representation;
- Consideration of differentiated learning needs and inclusive pedagogical approaches.

4.3 Accessibility and Reasonable Adjustments

- Reasonable adjustments will be made for learners, tutors, or staff with disabilities or additional needs per the Equality Act 2010.
- All online and physical learning environments will be assessed for accessibility and inclusiveness.

5. Monitoring, Review, and Continuous Improvement

Smart Skills Tutoring Ltd is committed to continuous improvement in promoting equality and diversity.

We will:

- Conduct periodic reviews of this policy and related practices.
- Gather and analyse feedback from students, parents, tutors, and staff;
- Monitor equality-related data and take appropriate action where disparities are identified;
- Promote an open environment where issues of inclusion and diversity can be raised safely and constructively.

6. Reporting Concerns or Incidents

Any individual who feels they have been subject to discrimination, harassment, or victimisation—either directly or indirectly—is encouraged to report the matter promptly. All complaints will be handled sensitively, confidentially, and in accordance with our grievance and safeguarding procedures.

Concerns should be reported to:

Director: Stembie Angel

Email: info@smartskillstutoring.co.uk

This policy came into effect on 5th June 2025.

Smart Skills Tutoring will formally review this policy annually, or earlier if required by legislative changes, stakeholder feedback, or internal developments in policy and practice.

Signed: Stembie Angel

Date: 1st June 2025