

EQUALITY, DIVERSITY & INCLUSION CHARTER



NEWTEC is committed to ensuring equality of opportunity for all who learn and work at NEWTEC. We encourage learners, staff and stakeholders to respect other people with particular regard to the nine protected characteristics set out in the **Equality Act 2010**.

How do we put equality, diversity and inclusion (EDI) into practice?

- Understand EDI and promote British Values including respecting and valuing differences
- Challenge our own prejudices and be willing to change our behaviour
- Undertake annual training for all staff and embed into the learner course curriculum
- Undertake regular meetings to promote and to embed EDI in NEWTEC as well as instigating, advising on and monitoring EDI policies, processes and procedures within NEWTEC

How do we apply EDI?

- Create an environment that is accessible for learners and staff where they feel comfortable, stimulated, encouraged and supported in their work and learning in order to achieve and succeed
- Aim to employ a workforce that reflects the community and the learners that NEWTEC serves
- Challenge the barriers which promote inequality such as attitude, bad practice, ignorance and failure to consider different needs, by raising awareness, training and listening to learners and staff
- Recognise and embrace our responsibilities
- Regularly monitor the performance of our policies and the success of our learners
- Monitor and demonstrate equality and fairness in all our services

How we address bad practice in relation to EDI?

- Share and celebrate good practice
- Challenge inequality, prejudice and discrimination
- Not tolerate any form of harassment or discriminatory behaviour against learners or staff
- Seek to provide a supportive environment for those who make claims of discrimination
- Review our language and our behaviour to ensure it does not cause offence
- Encourage and welcome everybody's comments and views