

EQUALITY DIVERSITY & INCLUSION (EDI) POLICY 2023

POLICY STATEMENT

ACCESS is committed to delivering high-quality education and training services to a wide-range of clients. To do this successfully, we are committed to harnessing an inclusive environment in which everyone is treated with dignity and respect, and where equality and diversity thrives.

This means sustaining a culture that is free from discrimination linked to age, caring responsibilities, disability, gender identity or reassignment, marital status (including civil partnership status) pregnancy and maternity, race, religion and belief, sex or sexual orientation, or any combination of these characteristics. This also means that we genuinely welcome the broad range of identities and differences that exist in our community, in recognition of the positive value to be gained from embracing difference.

As an education and training provider, we are proud of our inclusive community and want to ensure we continue to build a culture which promotes equality and belonging as a means of maximising everyone's contribution.

GUIDING PRINCIPLES

We take a proactive approach to promoting equality and are committed to a range of actions intended to create a welcoming and positive environment for all staff, learners and stakeholders. We do this through our four guiding principles:

1. **Fostering inclusivity** through a strong commitment to equality, diversity and inclusion.
2. **Promoting an inclusive learner-focused culture.** Through implementing system enhancements and student feedback to inform learning practices and EDI enhancements.
3. **Enhancing belonging of learners and staff** through encouraging strong relationships that lead to feelings of mutual respect, value and dignity.
4. **Promoting equitable culture and practice** through advocacy, education and training. As well as optimising innovative practices to ensure equality, diversity and inclusion is recognized throughout the learner journey.

RESPONSIBILITIES

All ACCESS staff are accountable to this policy and are responsible for ensuring our guiding principles are maintained through:

- Treating learners, staff and stakeholders with dignity and respect
- Creating an inclusive and open learning environment to ensure client needs are met
- Positively supporting measures introduced to advance EDI and eliminate discrimination within the education and learning community

REVIEW

This policy is reviewed regularly and updated as required.

ACCESS Learning	
Equality Diversity and Inclusion Policy	Next review date: January 2024