



**NEXT  
GEN  
TEACHING**

**Empower through Education**

# Equal Opportunities Policy

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## 1 Policy Statement

Next Gen Teaching is committed to promoting equality of opportunity for all, irrespective of age, disability, gender, gender identity, marital status, pregnancy and maternity, race, ethnicity, religion or belief, sexual orientation, or socio-economic background. The organisation recognises the value of diversity and strives to create an environment, where all individuals can realise their full potential.

This Equal Opportunities Policy outlines the commitment of Next Gen Teaching to providing an inclusive and equitable educational environment. The policy aims to ensure that all participants, staff and partners are treated with dignity and respect, and that discrimination, harassment, and inequality are not tolerated.

We acknowledge that our work spans multiple countries and cultures, and we are committed to upholding principles of equality and respect for diversity while being sensitive to different cultural contexts.

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## 2 Scope

This policy applies to all members of the organisation, including participants, staff, faculty, volunteers, and third-party partners worldwide. It covers all aspects of the educational experience, including admissions, teaching, learning, assessment, employment, face-to-face events and online interactions.

The policy extends to all locations where Next Gen Teaching operates, recognising that implementation may require cultural sensitivity while maintaining our core commitment to equality of opportunity.

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## 3 Legal Framework

This policy is guided by relevant legislation, including but not limited to:

- The Equality Act 2010 (UK)
- Relevant equality and anti-discrimination legislation in countries where we operate
- United Nations Convention on the Rights of the Child (UNCRC), with respect to the children and young people with whom our participants ultimately work, taking into account the key concepts and principles in the best interests of the child.
- UNESCO guidelines on intercultural education

While operating in different jurisdictions internationally, Next Gen Teaching will uphold the principles of the UK Equality Act 2010 as a minimum standard, recognising the nine protected characteristics:

- Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
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## 4 Core Principles

- **Promote Equality**  
To promote equality and prevent discrimination in all educational and employment practices across all locations where we operate.
  - **Foster Diversity**  
To create an inclusive environment that values and respects diversity among participants and staff from various cultural, linguistic, and national backgrounds.
  - **Eliminate Discrimination**  
To identify and eliminate barriers to equal participation in the organisation's activities, acknowledging that these barriers may differ by location and context.
  - **Support and Empower**
  - To support individuals who may be disadvantaged or marginalized and empower them to succeed, recognising that forms of disadvantage may vary across different educational systems and cultural contexts.
  - **Cultural Sensitivity**  
To balance respect for cultural differences with adherence to internationally-recognised standards of equality and human rights.
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## 5 Roles and Responsibilities

- **Governing Body**  
Oversee the implementation of the Equal Opportunities Policy globally and ensure compliance with relevant legislation in all jurisdictions where **Next Gen Teaching** operates.
  - **Academic Leadership Team**  
Promote equality and diversity across the organisation and ensure that policies and practices align with the policy's objectives, with appropriate adaptations for different cultural contexts.
  - **Equality and Diversity Officer (Director)**  
Monitor and review the policy, provide training, and support staff and participants, in understanding their rights and responsibilities. Develop guidance for implementing the policy in different national contexts. Ensure appropriate implementation of this policy in specific geographic regions, with attention to local legal requirements and cultural considerations.
  - **All Staff, Participants and Partners**  
Uphold the principles of the policy, treat others with respect, and report any concerns about discrimination or inequality.
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## 6 Implementation

### 6.1. Admissions and Access

- a) Ensure that all admissions procedures are free from bias and discrimination, providing equal access to educational opportunities for all applicants regardless of geographic location.
- b) Provide reasonable adjustments and support for participants with disabilities or special educational needs, to ensure equal access to the curriculum. These include, but may not be limited to:
  - Providing extra time to complete required assignments
  - Ensuring that participants can access all materials e.g. closed captions on videos
  - All materials provided by NGT are user friendly e.g. cream backgrounds with navy blue text, providing resources in larger print
  - Providing extra time with Professional Learning Coach (PLC) for participants who may need more processing time
  - Adapting materials for cultural context while maintaining core learning objectives
- c) Consider language barriers and provide appropriate support for non-native English speakers.

### 6.2. Teaching and Learning

- d) Design and deliver curricula that are inclusive, representing diverse perspectives and experiences from around the world.
- e) Use teaching methods that accommodate different learning needs, recognising that educational approaches may vary across cultures.
- f) Ensure that assessment methods are fair and accessible to all participants, with reasonable accommodations made where necessary and consistent standards maintained across all **Next Gen Teaching** locations.
- g) Include culturally diverse examples, case studies, and perspectives in teaching materials, ensuring representation from various global contexts.

### 6.3. Employment Practices

- h) Implement recruitment processes, that are transparent and based solely on merit, ensuring equal opportunities for all candidates regardless of location.
- i) Provide equal access to professional development and career advancement opportunities, for all staff across all regions.
- j) Ensure that pay, benefits, and conditions of employment are applied fairly and without discrimination, with appropriate adjustments for different economic contexts while maintaining equity.
- k) Support remote and flexible working arrangements where possible to accommodate different needs and circumstances.

### 6.4. Face-to-Face Events

- l) Ensure that all face-to-face events are accessible and inclusive to all participants, with consideration for individual need and local cultural contexts.
- m) Encourage and support participation from under-represented groups, in all aspects of Next Gen Teaching Courses.
- n) Provide guidance to facilitators on creating inclusive environments that respect cultural differences while maintaining core principles of equality.

### 6.5. Support Services

- o) Provide mentoring and support systems that are accessible and responsive, to the diverse needs of participants and staff across different cultural contexts.
- p) Offer resources to help all members of the organisation understand and uphold the principles of equality and diversity.  
Support any members of staff or participants who may have external support systems in place e.g. dyslexia specialists or mental health experts.

## 7 | Monitoring and Evaluation

- Regularly review and monitor the implementation of this policy to ensure its effectiveness across all regions where Next Gen Teaching operates.
  - Collect and analyse data on student and staff demographics, participation, and outcomes, to identify any disparities and address them, with attention to regional differences.
  - Conduct surveys and gather feedback from participants and staff, to assess the organisation's climate and identify areas for improvement.
  - Report annually on progress toward equality objectives.
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## 8 | Addressing Discrimination and Harassment

- Establish clear procedures for reporting and addressing incidents of discrimination, harassment, or inequality accessible to all regardless of location.
- Ensure that all complaints are handled promptly, fairly, and confidentially, with sensitivity to cultural context where relevant.
- Take appropriate disciplinary action against individuals who violate the principles of this policy.

*See Next Gen Teaching Complaints Policy for more details on how to log a complaint.*

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## 9 | Training and Awareness

- Provide regular training on equality, diversity, and inclusion for all staff and students, including addressing cross-cultural awareness and region-specific considerations.
  - Raise awareness of the Equal Opportunities Policy, through orientation programs, workshops, and communication channels.
  - Create opportunities for cross-cultural dialogue and understanding through guided discussions and shared experiences, including case studies and best practices for promoting equality in diverse international contexts.
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## 10 Policy Approval and Review

### Review

This policy, Equal Opportunities, will be reviewed annually, or as required, to ensure it remains effective and relevant to the requirements of certifications and qualifications provided by Next Gen Teaching across all regions where we operate.

### Feedback

Regular feedback is sought from staff, consultants, participants and Professional Learning Hubs globally, to improve and update this policy, ensuring that, at all times, we are adhering to best practice and respecting diverse perspectives.

### Approval

This Equal Opportunities Policy has been reviewed and approved by a minimum of two members of the Next Gen Teaching Governing Body and the Director of Next Gen Teaching.

### Signatures

			
<b>Name:</b>	Samantha Cuthbert	<b>Name:</b>	Ian Elliott
<b>Responsibility:</b>	Equality and Diversity Officer (Director)	<b>Responsibility:</b>	Chair of Governors
			
<b>Name:</b>	Siobhan Brady	<b>Name:</b>	Elizabeth Hidson
<b>Responsibility:</b>	SEND Specialist (Governor)	<b>Responsibility:</b>	Industry Expert Advisor