



PASSION EDUCATION LTD

Policy Name: Equality, Diversity, and Inclusion Policy

Document Reference: PE/2026/11

Version: 1.0

Authorised By: Helen Maduka, CEO

Effective Date: 4 May 2026

Review Date: 4 May 2027

Equality, Diversity, and Inclusion Policy

1. Introduction

Passion Education Ltd is committed to fostering an environment where academic excellence is the only metric of success. We believe that a high seniority education should be available to all students who demonstrate the potential for mastery. This policy outlines our commitment to eliminating discrimination and promoting a culture of respect within our digital classrooms and **Surgical Writing Labs**.

2. Our Commitment to Inclusion

We ensure that our **100% live tuition** and **iGCSE bundles** are delivered in a manner that respects the dignity of every individual:

- **Accessibility:** We strive to make our elite academic content accessible to students from diverse backgrounds.
- **Intellectual Diversity:** We value the unique perspectives each student brings to our **8 Max** small groups, as diverse viewpoints enrich the collective academic trajectory.
- **Zero Tolerance:** Discrimination, harassment, or bullying based on race, religion, disability, gender, or socioeconomic status is strictly prohibited and constitutes a forensic failure point in conduct.

3. Academic Merit and Equity

While we maintain rigorous admissions standards through our **Admissions and Academic Trajectory Assessment Procedure**, we ensure these standards are applied equitably:

- **Fair Assessment:** Our forensic audits focus purely on academic output and the potential for growth within the **APEX Framework**.
- **Objective Critique:** Feedback provided during live sessions is constructive, professional, and free from bias.

4. Supporting Diverse Learning Needs

In alignment with our **Special Educational Needs and Disability (SEND) Provision**, we recognise that students may require different adjustments to reach the same high seniority goals:

- **Flexible Delivery:** We adapt our surgical interventions to meet the specific requirements of students while maintaining the integrity of the curriculum.
- **Support with Learning at Home:** We work with parents to ensure that the home environment supports the student's specific needs.

5. Staff Responsibilities

All high seniority staff are responsible for promoting an inclusive atmosphere. This includes:

- Using inclusive language that reflects the professional standards of **British English**.
- Challenging any discriminatory behaviour observed during live sessions.
- Regularly reviewing curriculum materials to ensure they reflect a broad range of intellectual contributions.

6. Monitoring and Review

The **CEO** regularly reviews the demographic reach and inclusive practices of the Academy to ensure we remain a leader in elite **alternative provision**.