



Equality and Diversity Policy

Ace London School

1. Policy Statement

Ace London School is fully committed to promoting equality, diversity, and inclusion in all aspects of its operations.

The school values and celebrates the differences that exist among individuals and recognises that diversity enriches the learning environment and strengthens the institution.

We are dedicated to ensuring that every student, staff member, and visitor is treated with dignity, fairness, and respect, and that no one experiences discrimination, harassment, or victimisation based on protected characteristics.

2. Purpose

The purpose of this policy is to:

- Promote a positive, inclusive culture where equality and diversity are valued and embedded in everyday practice
- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity for all
- Foster good relations between people from different backgrounds
- Ensure compliance with the Equality Act 2010 and the Public Sector Equality Duty.

3. Scope

This policy applies to:

- All students, staff, governors, contractors, and visitors to Ace London School
- All aspects of school life, including teaching, learning, assessment, admissions, recruitment, employment, and service delivery
- All school-led activities, whether on campus or off-site



Ace London School Limited

UK Learning Provider (UKPRN 10096855)

Suite 302, 315 & 504 Olympic House 28-42 Clements Road, Ilford. IG1 1BA

Company number 15358333 Registered in England & Wales

ASIC Accreditation no: AS95651/1124



4. Legal Framework

This policy is underpinned by UK legislation, including:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Employment Rights Act 1996**
- **Special Educational Needs and Disability (SEND) Code of Practice 2015**
- **Public Sector Equality Duty (PSED)**

5. Protected Characteristics

Under the Equality Act 2010, individuals are protected from discrimination based on the following characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, and ethnic or national origin)
7. Religion or belief
8. Sex
9. Sexual orientation

6. Principles and Commitments

Ace London School will:

- Promote a culture that embraces diversity and inclusion
- Ensure that all staff and students are aware of their responsibilities under equality legislation
- Provide fair access to learning and employment opportunities
- Actively challenges discriminatory behaviour, harassment, and bullying
- Ensure that all school policies and procedures reflect equality and diversity values
- Make reasonable adjustments for staff and students with disabilities or additional needs
- Regularly monitor and review equality outcomes across all departments.





7. Roles and Responsibilities

a) The Principal and Senior Management Team

- Hold overall responsibility for ensuring that the school complies with equality legislation
- Embed equality, diversity, and inclusion into the school's strategic objectives
- Allocate resources for equality training and initiatives

b) Equality and Diversity Officer / Lead

- Promote awareness of equality and diversity across the school
- Support departments in implementing inclusive practices
- Monitor progress, produce reports, and recommend improvements
- Act as a contact point for equality-related concerns or complaints

c) Staff

- Treat all students, colleagues, and visitors with respect and fairness
- Challenge discriminatory behaviour or language
- Participate in equality and diversity training
- Deliver teaching and assessment that is inclusive and accessible to all learners

d) Students

- Respect others and contribute to an inclusive learning environment
- Report any incidents of bullying, harassment, or discrimination
- Engage positively with school equality initiatives

8. Discrimination and Harassment

The school has zero tolerance for discrimination, harassment, or victimisation of any kind.

Examples include:

- **Direct discrimination:** Treating someone less favourably because of a protected characteristic.
- **Indirect discrimination:** Applying a rule or policy that disadvantages certain groups.





- **Harassment:** Unwanted behaviour that violates dignity or creates an intimidating environment.
- **Victimisation:** Treating someone unfairly because they have made or supported a complaint.

All complaints will be taken seriously and dealt with promptly in line with the Grievance and Complaints Policy.

9. Reasonable Adjustments

The school recognises its duty under the Equality Act 2010 to make reasonable adjustments for individuals with disabilities.

Adjustments may include:

- Providing assistive technology or specialised equipment
- Modifying learning materials
- Offering additional time for assessments
- Adjusting timetables or classroom access

Students and staff requiring support should contact the Student Support Team or Human Resources Department.

10. Recruitment and Employment

Ace London School is an equal opportunities employer.

We ensure that:

- Recruitment and selection are based on merit and ability
- Job advertisements and descriptions are free from bias
- Interview panels reflect diversity wherever possible
- Training and development opportunities are accessible to all staff
- Promotion decisions are fair and transparent



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11. Teaching, Learning, and Assessment

The school ensures that:

- Teaching materials reflect the diversity of society
- Course content avoids stereotypes and bias
- All students can participate fully in classroom and assessment activities
- Staff continuously review practices to ensure inclusivity

12. Training and Awareness

- All staff receive equality, diversity, and inclusion training as part of induction
- Regular refresher training will be provided to reinforce awareness
- Equality and diversity will be integrated into staff development and student induction programmes

13. Monitoring and Evaluation

The school will:

- Collect and analyse data on student enrolment, achievement, and progression by protected characteristics
- Monitor staff recruitment, promotion, and retention for fairness
- Review equality outcomes annually
- Publish an Equality and Diversity Report highlighting progress and actions

14. Breaches of Policy

Any breach of this policy, including discriminatory behaviour or language, will be dealt with under the Staff Disciplinary Procedure or Student Code of Conduct, as appropriate.

Serious breaches may result in suspension, exclusion, or dismissal.





15. Communication and Publication

This policy will be:

- Published on the school website and intranet/ OPENSIS
- Available in alternative formats upon request
- Communicated to all staff, students, and contractors at induction.

16. Monitoring and Review

This policy will be reviewed **annually** or sooner if required by changes in legislation or institutional needs.

Responsibility for review rests with the Equality and Diversity Officer and the School Manager.

17. Related Policies and Documents

- Safeguarding Policy
- Staff Recruitment and Development Policy
- Student Behaviour and Disciplinary Policy
- Grievance and Complaints Policy
- Health and Safety Policy

18. Contact Information

Equality and Diversity Officer

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