EDUCATION REVOLUTION UK: INCLUSION POLICY

This policy was last updated on 12th October 2024.

1. **Our values**

As a business that values and celebrates diversity and inclusion and champions equal opportunities for all young people, we always strive to create an environment of respect in which every individual is welcomed, valued, and empowered to be their authentic selves.

Diversity and Inclusion is much more than a policy. It is a way of thinking and acting, so we can establish fairer working conditions for everyone and the best outcomes for our students.

In order to best define diversity in the workplace, we have to consider all the different characteristics that we as unique individuals have; such as our race, age, gender and sexual orientation. However, we also have differences when it comes to our experiences, talents, skills or opinions.

Inclusivity enables us to explore these differences together in a healthy, positive and non-judgemental environment. It means understanding one another and embracing the differences, not just tolerating them. At Education Revolution UK we are committed to ensuring people feel valued and accepted in their role and in the wider organisation, without having to conform.

Equal access to opportunities for all people is both the right thing to do and a legal obligation under the Equalities Act 2010. It is important to continuously consider, so we don't exclude any potential tutors or students.

As a business, we appreciate the power and importance of bringing different people together. When we feel included, appreciated and celebrated, we are more likely to unleash our potential.

2. **Our responsibilities**

We will:

- Design our recruitment and selection procedures to ensure that applicants are treated solely based on their skills and abilities. Shortlisting and selection criteria will be applied consistently to all applicants.

- Provide any reasonable adjustments needed for our tutors to carry out their roles.

- Use preferred pronouns to refer to everyone that we work with – staff, tutors, parents and students.

- Provide support and access to training with challenging biases or discriminatory views that may arise during sessions.

- Provide support and access to training with managing sensitive topics which may come up in sessions.

- Let tutors know if a student they are working with has a disability which may affect their learning, e.g. ADHD, dyslexia, dyscalculia or autism. However, please be aware that parents may choose not to share this information with Education Revolution UK.

- Provide tutors with additional support and access to training when working with pupils with disabilities and/or special educational needs (SEND).

- Listen to any concerns that are brought to our attention and take them seriously.

Our tutors commit to:

- Treating all students equally regardless of the protected characteristics mentioned above.

- Being aware that people around them, including students, may have hidden disabilities.

- Understanding and behaving in accordance with Education Revolution's commitment to anti-racism and allyship towards the LGBTQ+ community.

- Avoiding making assumptions about other tutors, staff, parents or students based on their gender, ethnicity or national origin.

- Recognising that pupils may come from a range of cultural backgrounds, and may speak English as an additional language.

- Respecting the preferred pronouns and gender identity of other tutors, staff, parents and students.

- Reporting any comments or behaviours that are discriminatory, harassing, offensive or otherwise unwelcome to sarah@educationrevolution.co.uk