PerpetuityARC TRAINING

Equality and Diversity

July 2026

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1. Policy Statement

PerpetuityARC is committed to promoting equality, diversity, and inclusion in all aspects of its operations. We aim to create a learning and working environment where everyone is treated with dignity and respect, and where individual differences are valued and celebrated.

2. Purpose

This policy outlines our commitment to:

- Eliminating unlawful discrimination
- Promoting equal opportunities
- Fostering good relations among all individuals, regardless of background

3. Scope

This policy applies to:

- All employees, contractors, and volunteers
- All learners and prospective learners
- Visitors, partners, and external stakeholders

4. Legal Framework

This policy is underpinned by the following legislation:

- Equality Act 2010
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974
- Special Educational Needs and Disability Act 2001
- Counter-Terrorism and Security Act 2015 (Prevent Duty)

5. Protected Characteristics

PerpetuityARC will not tolerate discrimination based on:

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

6. Responsibilities

- Senior Leadership Team: Ensure strategic implementation and monitoring of this policy.
- Managers and Trainers: Promote inclusive practices and challenge discriminatory behaviour.
- Staff and Learners: Treat others with respect and report any concerns or incidents.

7. Inclusive Practices

PerpetuityARC will:

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- Provide reasonable adjustments for learners and staff with disabilities
- Ensure inclusive recruitment and admissions processes
- Embed equality and diversity into curriculum design and delivery
- Offer training and development on EDI (Equality, Diversity & Inclusion)

8. Reporting and Complaints
    - Any concerns or breaches of this policy should be reported to the Designated Safeguarding Lead or HR.
    - Complaints will be handled in line with the Grievance Procedure (for staff) or Learner Complaints Procedure.
9. Monitoring and Review
    - Equality data will be collected and analysed to identify trends and inform improvements.
    - This policy will be reviewed annually or in response to legislative changes.

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