

1. Purpose

This policy sets out the Supply Chain Academy's (SCA) commitment to promoting equality, diversity, and inclusion (EDI) across all aspects of its operations, including teaching, learning, employment, and stakeholder engagement.

The policy ensures that all staff, learners, apprentices, employers, and visitors are treated with fairness, dignity, and respect, and that barriers to participation, progression, and achievement are actively identified and removed.

2. Policy Statement

SCA is committed to creating an inclusive culture where diversity is valued, and all individuals are supported to achieve their full potential.

We actively promote equality of opportunity and oppose all forms of discrimination, harassment, and victimisation. This applies to all aspects of employment, recruitment, training, assessment, and service delivery.

Equality, diversity, and inclusion are embedded across the Academy's:

- Teaching, learning and assessment practices
- Staff recruitment, induction, and development
- Continuous professional development (CPD)
- Governance and quality assurance processes

EDI is not treated as a standalone activity but is integrated into the full learner and staff lifecycle, ensuring consistent and meaningful impact.

This policy operates in line with current legislation and relevant guidance and reflects the Academy's commitment to continuous improvement and inclusive practice .

3. Principles

SCAs approach to EDI is underpinned by the following principles:

- **Fairness and equity** – all individuals are treated fairly and have equal access to opportunities
- **Respect and dignity** – all individuals are valued and respected
- **Inclusion** – barriers to participation and achievement are removed
- **Representation** – SCA reflects the diversity of the communities it serves
- **Accountability** – EDI is monitored, evaluated, and embedded into performance and governance
- **Continuous improvement** – practice evolves in response to feedback, data, and changing needs

4. Scope

This policy applies to:

- All staff (permanent, temporary, and contractors)
- All learners, apprentices, and applicants
- Employers and external stakeholders engaged with the Academy

5. Protected Characteristics

The Academy ensures that no individual is treated less favourably on the basis of:

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

6. Embedding EDI in Teaching, Learning and Assessment

Equality, diversity, and inclusion are integral to teaching practice.

SCA will ensure that:

- Teaching staff apply inclusive pedagogy that supports diverse learner needs
- Learning materials and resources promote equality and reflect diverse perspectives
- Teaching approaches foster respect, tolerance, and positive behaviours
- Additional support needs are identified early and appropriate adjustments are made
- Learners are actively engaged in discussions around equality, diversity, and inclusion

EDI is embedded into:

- Curriculum design and delivery
- Lesson planning and schemes of work
- Assessment practices and feedback

Learner progress reviews and development

Teaching staff are supported through CPD and quality assurance processes to ensure consistent and effective inclusive practice .

7. Staff Development and CPD

EDI is a core component of staff development.

SCA will:

- Provide mandatory EDI training at induction and annually
- Embed EDI into CPD planning, delivery, and evaluation
- Ensure teaching staff are trained to apply inclusive practice in learning environments
- Use observation, appraisal, and feedback processes to reinforce EDI expectations

Staff are expected to:

- Demonstrate inclusive behaviours in their professional practice
- Apply EDI principles in teaching, learning, and workplace interactions
- Engage in CPD to enhance their understanding of equality, diversity, and inclusion

EDI development is monitored through CPD records and forms part of the appraisal process.

8. Recruitment, Employment and Progression

SCA is committed to fair and inclusive recruitment and employment practices.

- Recruitment and selection decisions are based on merit, skills, and ability
- Opportunities for employment, training, and progression are accessible to all
- Flexible working arrangements will be considered where appropriate
- Reasonable adjustments will be made to support staff and learners

SCA actively monitors recruitment, progression, and participation data to identify and address inequalities.

9. Support and Inclusion

SCA will provide support to ensure equitable access and participation:

- Learners and staff are encouraged to disclose additional needs confidentially
- Appropriate support and reasonable adjustments are implemented where possible
- Alternative provision or support routes are identified where required
- Employers are engaged, where appropriate, to support inclusive learning and working environments

Support may include:

- Additional learning support
- Adapted materials or environments
- Assistive technology
- Flexible delivery approaches

10. Governance, Monitoring and Accountability

EDI is embedded within the Academy's governance and quality assurance framework.

- EDI is monitored through learner outcomes, participation data, and feedback
- Achievement gaps between groups are analysed and addressed
- EDI is reviewed through quality assurance processes and governance committees
- Actions are incorporated into strategic and improvement plans

Staff and learner feedback mechanisms ensure that EDI issues are identified and addressed promptly.

11. Responsibilities

Leadership and Management

- Ensure effective implementation and monitoring of this policy
- Promote a culture of inclusion and respect
- Ensure staff are trained and supported

Staff

- Comply with the policy and promote inclusive practice
- Challenge discrimination and inappropriate behaviour
- Support learners and colleagues

Learners and Apprentices

- Treat others with respect and dignity
- Report concerns or incidents

12. Training and Awareness

All staff, learners, and stakeholders will receive EDI awareness training, including:

- Induction sessions
- Annual refresher training
- Curriculum-integrated learning for apprentices and learners

EDI will be reinforced through:

- CPD activities
- Staff meetings and briefings
- Teaching and learning practices

13. Complaints and Breaches

Any breach of this policy will be treated seriously and may result in disciplinary action.

- Staff should follow the grievance or complaints procedures
- Learners should follow the appeals or complaints process

All incidents of discrimination, harassment, or victimisation will be investigated promptly and fairly.

14. Monitoring and Review

SCA will:

- Regularly review this policy and associated practices
- Monitor workforce and learner data
- Identify and address inequalities
- Update policy in line with legislative and organisational changes

Continuous monitoring ensures that EDI remains effective and impactful across all areas of SCA.

Director Approval

Date	Updates/Amendments	Signature
21/09/2022	No Amendments	<i>N Roll</i>
31/07/2023	Staff changes at Director level, new brand logo	<i>N Roll</i>
22/08/2024	Update on Annual EDI Training	<i>N Roll</i>
12/08/2025	Reviewed/updated in line with KCSIE 2025	<i>N Roll</i>