

Equality, Diversity and Inclusion (EDI) Policy

Shropshire and Telford Education Partnership (STEP) is dedicated to building a community where everyone feels they belong. We believe that equality, diversity and inclusion strengthen our organisation, enrich our learning environments and support the success and wellbeing of all.

STEP is committed to creating an environment where every learner, employee, and stakeholder feels valued, respected and able to thrive. This policy sets out our commitment to promoting equality, celebrating diversity and ensuring inclusion across all aspects of our work.

We strive to:

- Promote a culture where differences are recognised, respected and celebrated.
- Ensure that discrimination, harassment, victimisation or bullying are not tolerated.
- Provide equitable access to high-quality education, opportunities and support.
- Actively remove barriers that prevent individuals from participating fully in our community.
- Foster a workforce that reflects the diversity of the communities we serve.

This policy aligns with the principles and requirements of:

- The Equality Act 2010
- The Public Sector Equality Duty (PSED)
- Working Together and Keeping Children Safe in Education

We recognise and protect the following **nine protected characteristics**:

age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This policy applies to:

- All employees, learners, trainees, trustees, and governors.
- Our partners and visitors
- All activities, services and decisions undertaken by STEP

Principles of Equality, Diversity and Inclusion

Equality

We ensure fair treatment and equality of opportunity by:

- Providing accessible learning and working environments
- Making reasonable adjustments for learners and staff
- Ensuring recruitment, and development processes are fair and transparent

Diversity

We value the richness that diverse backgrounds, identities and experiences bring by:

- Encouraging representation across all levels of the organisation
- Embedding diverse perspectives into curriculum, leadership and decision-making
- Challenging stereotypes and promoting positive role models

Inclusion

We create inclusive environments by:

- Ensuring everyone feels safe, respected and able to contribute
- Listening to the voices of learners and staff
- Removing structural and cultural barriers to participation

The Core Partners

- Provide strategic leadership on EDI
- Ensures compliance with legal duties
- Monitors progress against EDI objectives

Strategic Leads

- Embed EDI principles in policies, curriculum and practice
- Ensure staff receive appropriate training
- Respond promptly to concerns or incidents

All those engaging with STEP

- Treat everyone with dignity and respect
- Challenge discriminatory behaviour or language
- Promote inclusive practice in daily interactions
- Contribute to a positive and inclusive learning environment

How the policy be implementation

We will:

- Provide regular EDI training for all staff
- Review recruitment and retention practices
- Ensure curriculum content reflects diverse identities and experiences
- Conduct equality impact assessments for key decisions
- Maintain accessible communication and engagement channels

Any concerns relating to discrimination, harassment or inequality can be raised through:

- STEP's Dispute policy
- HR processes
- Safeguarding or whistleblowing channels

All concerns will be taken seriously, investigated promptly and handled with sensitivity.

To ensure that there is ongoing monitoring and reviews, we will:

- Collect and analyse relevant data to identify trends and inequalities
- Set measurable EDI objectives and report progress annually
- Review this policy every two years, or sooner if legislation or organisational needs change