**Equality and Diversity Policy**

**Introduction**

ICAN Education is committed to providing a supportive and inclusive environment where equality and diversity are embraced and celebrated. This policy underlines our dedication to promoting equal opportunities, respecting diversity, and fostering a culture of inclusivity and fairness.

**Purpose**

The purpose of this policy is to:

* Uphold the principles of equality and diversity in all aspects of our operations and interactions.
* Ensure that no individual or group is discriminated against based on protected characteristics.
* Create an environment where diversity is respected, and everyone has an equal chance to succeed.

**Scope**

This policy applies to all individuals associated with ICAN Education, including students, staff, parents, volunteers, and visitors.

**Principles of Equality and Diversity**

**Equal Opportunities**

ICAN Education is committed to providing equal opportunities to all individuals, irrespective of age, disability, gender reassignment, marital/civil partnership status, pregnancy/maternity, race, religion or belief, sex, or sexual orientation.

**Non-Discrimination**

Discrimination, harassment, or victimisation based on any of the protected characteristics is strictly prohibited within ICAN Education.

**Reasonable Adjustments**

ICAN Education will make reasonable adjustments to accommodate the needs of individuals with disabilities and ensure equal access to all services and facilities.

**Inclusion and Participation**

ICAN Education encourages the active involvement and participation of all individuals, valuing diverse perspectives and experiences.

**Responsibilities**

**Management Responsibilities**

The management of ICAN Education is responsible for implementing and maintaining this policy, ensuring compliance with relevant laws and regulations.

**Staff Responsibilities**

All staff members are expected to promote and uphold the principles of equality and diversity, treating others with fairness, dignity, and respect.

**Student Responsibilities**

Students are encouraged to embrace equality and diversity, promoting an inclusive and welcoming environment for all.

**Training and Awareness**

ICAN Education will provide training and educational programs to raise awareness of equality and diversity, ensuring that staff and students understand their roles in promoting a culture of inclusivity.

**Complaints and Reporting**

ICAN Education will address complaints related to discrimination, harassment, or breaches of this policy promptly and impartially. Complaints procedures will be communicated to all stakeholders.

**Review and Amendments**

This Equality and Diversity Policy will be reviewed periodically to ensure its effectiveness and compliance with changing circumstances, laws, and regulations. By adhering to this Equality and Diversity Policy, ICAN Education aims to provide a supportive and inclusive environment where all individuals are treated with respect, dignity, and fairness, regardless of their background or characteristics.

**To be reviewed:** September 2024