

Equality, Diversity, Inclusion and Belonging (EDIB) Policy for Learners and Participants

Policy Statement

Social Enterprise Kent CIC (SEK) is committed to creating a welcoming, inclusive and respectful environment where all learners and participants feel safe, valued and able to achieve their potential.

We believe everyone should be treated fairly and with dignity, regardless of their background, identity or personal circumstances.

We are committed to:

- promoting equality of opportunity,
- celebrating diversity,
- removing barriers to participation,
- and creating a sense of belonging across all our programmes and services.

SEK will not tolerate discrimination, harassment, bullying or victimisation in any form.

Our Commitment

We are committed to ensuring that all learners and participants:

- are treated fairly and respectfully,
- can access learning and support opportunities,
- feel included and valued,
- are able to participate without fear of discrimination or harassment,
- and receive appropriate support where needed.

We recognise and value different:

- backgrounds,
- experiences,
- perspectives,
- cultures,
- identities,
- abilities,
- and lived experiences.

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Protected Characteristics

Under the Equality Act 2010, discrimination is unlawful on the basis of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, ethnic or national origin)
- religion or belief
- sex
- sexual orientation

SEK also recognises the impact of:

- socio-economic disadvantage,
- caring responsibilities,
- mental health and wellbeing,
- care experience,
- and barriers linked to personal circumstances or lived experience.

We recognise that some individuals and communities may experience additional barriers to education, employment and progression, and we are committed to promoting fair access, participation and support.

Who This Policy Applies To

This policy applies to:

- all learners participating in SEK programmes or activities
- employers and partners involved in learner support or progression activities
- visitors participating in SEK learning environments or events

All staff; partners and participants share responsibility for maintaining a respectful and inclusive environment.

Inclusive Learning and Support

SEK aims to provide accessible and inclusive programmes by:

- using respectful and inclusive language,
- promoting positive behaviour and mutual respect,
- providing reasonable adjustments where appropriate,
- identifying and removing barriers to participation,
- supporting individual learning and wellbeing needs,
- supporting individuals from underrepresented or disadvantaged backgrounds, including care-experienced learners and participants,
- and encouraging participation from underrepresented groups.

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We will work with learners and participants to identify support needs wherever possible and aim to create environments where individuals feel safe, valued and able to succeed.

Reasonable Adjustments

SEK is committed to supporting learners and participants with disabilities, health conditions or additional support needs.

Examples of reasonable adjustments may include:

- additional learning support,
- adapted resources,
- flexible approaches to learning,
- assistive technology,
- wellbeing support,
- or accessibility adjustments.

Learners and participants are encouraged to discuss support needs with staff so that appropriate arrangements can be explored.

Respectful Behaviour

All learners and participants are expected to:

- treat others with dignity and respect,
- contribute positively to learning environments,
- value different opinions and experiences,
- avoid discriminatory or offensive behaviour,
- and follow SEK's behaviour and online conduct expectations.

The following will not be tolerated:

- bullying,
- harassment,
- hate incidents,
- discriminatory language or behaviour,
- intimidation,
- victimisation,
- or behaviour that makes others feel unsafe or excluded.

Online Inclusion and Conduct

SEK recognises the importance of safe and inclusive online learning environments.

Learners and participants are expected to:

- communicate respectfully online,
- avoid offensive or discriminatory comments,

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- use digital platforms appropriately,
- and report inappropriate behaviour or content.

Online bullying, harassment or discrimination will be treated seriously.

Raising Concerns

If a learner or participant experiences or witnesses' discrimination, harassment, bullying or exclusion, they are encouraged to speak to:

- a tutor,
- programme staff member,
- learner support representative,
- or safeguarding lead.

All concerns will be:

- taken seriously,
- handled fairly and sensitively,
- managed confidentially where possible,
- and responded to appropriately.

No individual will be treated unfairly for raising a concern in good faith.

Support and Wellbeing

SEK recognises that wellbeing, inclusion and belonging are closely linked.

We aim to create environments where learners and participants:

- feel respected and included,
- feel confident asking for help,
- feel safe to express concerns,
- and can access appropriate support where needed.

This includes recognising the potential additional challenges faced by individuals who may have experienced disadvantage, isolation, caring responsibilities or care experience.

Where appropriate, SEK may signpost individuals to additional wellbeing, employability or specialist support services.

Monitoring and Continuous Improvement

SEK is committed to continuously improving equality, diversity and inclusion across all programmes and services.

We may:

- review learner feedback,
- monitor participation and outcomes,

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- identify barriers to inclusion,
- and take action to improve accessibility and learner experience.

Related Policies

This policy should be read alongside:

- Safeguarding and Prevent Policy
- Complaints Policy
- Learner Code of Conduct
- Online Safety Agreement
- Additional Learning Support Policy
- Health and Safety Policy
- Data Protection and Privacy Policy

Monitoring and Review

This policy will be reviewed regularly to ensure it remains effective, inclusive and aligned with legislation and good practice.

Signed:



Rebecca Smith (Chief Executive Officer)

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