

Tutor Doctor Essex

Equality, Diversity and Inclusion (EDI) Policy



Version: July 2026

Review Date: July 2028

1. Policy Statement

Tutor Doctor Essex is committed to promoting equality, diversity and inclusion throughout all aspects of its work. We believe every individual should be treated with dignity, fairness and respect and be provided with equal opportunities regardless of background or personal characteristics.

We are committed to creating an inclusive environment where students, tutors, employees, parents, carers and stakeholders feel welcomed, valued and supported. We will not tolerate unlawful discrimination, harassment, bullying or victimisation.

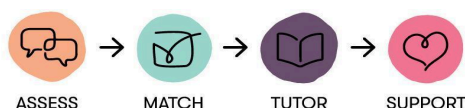
This policy applies to employees, self-employed tutors, volunteers, students, parents/carers, contractors and anyone acting on behalf of Tutor Doctor Essex.

2. Purpose

- Promote equality, diversity and inclusion.
- Eliminate unlawful discrimination, harassment and victimisation.
- Comply with the Equality Act 2010 and relevant legislation.
- Provide equal access to education, employment and services.
- Support inclusive teaching practices.
- Make reasonable adjustments where appropriate.
- Foster a culture of mutual respect.

3. Legislation

Equality Act 2010
Human Rights Act 1998
Data Protection Act 2018
Public Sector Equality Duty (where applicable)
UK GDPR
Children Act 2004
SEND Code of Practice
Keeping Children Safe in Education (current edition)



4. Protected Characteristics

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

5. Our Commitment

Tutor Doctor Essex is committed to providing an inclusive learning and working environment where everyone is treated fairly, with dignity and respect.

We will:

- recruit fairly and solely on merit;
- provide inclusive one-to-one tuition for all learners;
- make reasonable adjustments wherever required;
- support learners with SEND, EHCPs and Alternative Provision;
- promote equality of opportunity for learners, staff and volunteers;
- challenge discrimination, harassment, bullying and victimisation;
- foster a culture where everyone feels safe, valued and respected.

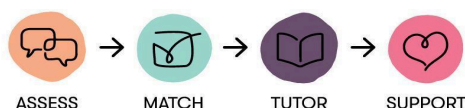
Tutor Doctor Essex operates a zero-tolerance approach to unlawful discrimination, harassment, bullying and victimisation. Any concerns will be investigated promptly and managed in accordance with our Complaints, Safeguarding or Disciplinary procedures where appropriate.

6. Equality Objectives

Tutor Doctor Essex will work to:

- ensure equal access to education and employment opportunities;
- monitor reasonable adjustments to support participation;
- promote inclusive teaching practices;
- remove barriers to learning wherever possible;
- encourage a culture of dignity, respect and inclusion;
- review complaints and feedback to identify areas for improvement.

Progress towards these objectives will be reviewed as part of the policy monitoring process.



7. Inclusive Teaching and Reasonable Adjustments

During our initial planning meeting we will discuss bespoke accessibility arrangements to reduce barriers to learning. Adjustments may include adapting teaching methods, learning resources, session length, communication methods, learning environments and working collaboratively with parents, schools and professionals.

Tutors and staff are expected to plan learning that recognises individual needs, abilities and protected characteristics. Reasonable adjustments will be reviewed regularly to ensure they remain effective and proportionate.

8. Roles and Responsibilities

Laura Adams (Designated Safeguarding Lead) has overall strategic responsibility for equality, diversity and inclusion.

Viv Durham (Deputy DSL) supports the day-to-day implementation, monitors inclusive practice and reasonable adjustments, and supports equality-related reviews.

All tutors and staff must promote equality, treat everyone with dignity and report concerns appropriately. All staff and tutors are responsible for completing equality, diversity and inclusion training appropriate to their role and applying inclusive practice in their day-to-day work.

9. Reporting Concerns

Tutor Doctor Essex operates a zero-tolerance approach to discrimination, harassment, bullying and victimisation.

Any concerns should be reported promptly using the Complaints Policy or, where appropriate, the Whistleblowing Policy.

Where concerns involve a learner's welfare or indicate a safeguarding risk, they will also be managed in accordance with the Safeguarding and Child Protection Policy.

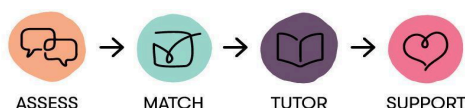
Concerns will be investigated fairly, confidentially and without victimisation of anyone raising a genuine concern.

10. Monitoring and Review

Tutor Doctor Essex will monitor the effectiveness of this policy through:

- complaints and equality-related concerns;
- recruitment and employment practices;
- access to educational provision;
- reasonable adjustments;
- learner, parent, staff and commissioner feedback.

Equality objectives and any emerging trends will be reviewed every two years, or sooner if legislation or organisational practice changes.



11. Related Policies

Safeguarding and Child Protection Policy

SEND Policy

Behaviour Policy

Complaints Policy

Whistleblowing Policy

Safer Recruitment Policy

Staff Code of Conduct

Tutor Code of Conduct

Data Protection Policy

Health and Safety Policy

Approval

Approved by: Laura Adams – Designated Safeguarding Lead (DSL)

Approved by: Viv Durham – Deputy Designated Safeguarding Lead (DDSL)

Policy Version: July 2026

Date Approved: July 2026

Review Date: July 2028

