

Equality and Diversity Policy

Tutor Doctor Oxford

(Updated – September 2026)

1. Policy Statement

Tutor Doctor Oxford is committed to promoting equality of opportunity, valuing diversity, and fostering an inclusive environment where all learners, staff, and partners feel respected, supported, and able to achieve their potential. We aim to eliminate discrimination, harassment, and victimisation and to ensure that equality, diversity, and inclusion are embedded in every aspect of our work and culture.

2. Scope

This policy applies to all staff, tutors, contractors, volunteers, and applicants for employment; all learners, parents/carers, partner schools, and commissioning authorities; and all settings in which we operate, including in-person, online, and outreach provision.

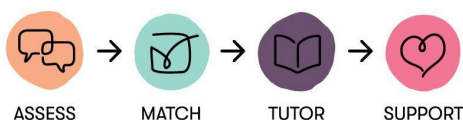
The policy covers the delivery of education, recruitment and employment, relationships with clients and suppliers, and all other areas of organisational practice.

3. Legal Framework

This policy is based on and supports compliance with the Equality Act 2010 (as amended), the Worker Protection (Amendment of Equality Act 2010) Act 2023, and the Employment Relations (Flexible Working) Act 2023.

It aligns with relevant Department for Education guidance, including Keeping Children Safe in Education 2026, advice for Schools, and with the Public Sector Equality Duty (PSED), which requires due regard to:

1. Eliminating unlawful discrimination, harassment, and victimisation.
2. Advancing equality of opportunity between people who share a protected characteristic and those who do not.
3. Fostering good relations between different groups.



4. Protected Characteristics

We recognise and protect individuals under the nine protected characteristics defined in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Protection also extends to those discriminated against by association or perception.

5. Principles

Equal Treatment: Everyone is entitled to fair and equal treatment in employment, education, and access to services.

Inclusive Culture: We promote dignity, respect, and inclusion, encouraging all staff and learners to challenge inappropriate behaviour or practices.

Zero Tolerance: Harassment, bullying, or discrimination of any kind will not be tolerated and will be dealt with under our disciplinary and safeguarding procedures.

Reasonable Adjustments: We will identify and remove barriers for disabled people and make reasonable adjustments proactively to ensure full participation.

Flexible Working and Carer Support: All employees may request flexible working from their first day of employment, and those with caring responsibilities are entitled to up to one week's unpaid leave per year to fulfil those duties.

6. Equality in Education and Safeguarding

Equality and inclusion are integral to safeguarding. Discriminatory behaviour, bullying, or exclusion linked to any protected characteristic will be treated as a safeguarding concern and reported to the Designated Safeguarding Lead (DSL). We ensure no learner is disadvantaged in access to education, curriculum, assessment, or support because of a protected characteristic. Equality and diversity are embedded in curriculum design, pastoral care, and reintegration planning.

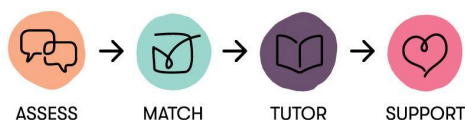
7. Responsibilities

Management:

Promote and model the principles of this policy.

Ensure equality and diversity are reflected in decision-making, curriculum, recruitment, and training.

Address any breaches or complaints swiftly and fairly.



Employees and Tutors:

Treat everyone with dignity and respect.

Attend equality and diversity training and apply learning to their practice.

Report any discriminatory conduct, bullying, or harassment.

Learners and Parents/Carers:

Uphold the values of mutual respect and inclusion.

Report concerns to staff or the DSL.

8. Reporting and Complaints

Any person who experiences or witnesses discrimination, harassment, or victimisation should report it promptly to their line manager, the DSL, or a senior leader. All complaints will be investigated confidentially and without fear of reprisal. Findings will be documented and appropriate action taken.

9. Monitoring and Review

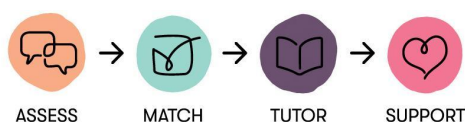
We collect and review data on staff and learner demographics, recruitment, attendance, behaviour, and outcomes to identify and address inequality. Equality objectives are set and reviewed annually as part of our quality assurance process. Anonymised data and progress against objectives are available to commissioning Local Authorities upon request.

10. Training and Awareness

All staff, tutors, and volunteers receive mandatory training on equality, diversity, and inclusion, including how to prevent direct and indirect discrimination and harassment. Refresher training is provided at least every two years or sooner if legislation or guidance changes.

11. Implementation and Accountability

The Business Owner and senior management are responsible for ensuring this policy is implemented, communicated, and monitored. Compliance will be reviewed annually or earlier if new legislation or Department for Education or Local Authority guidance requires. Actions arising from monitoring or complaints will be incorporated into continuous improvement plans.



12. Related Tutor Doctor Oxford Policies

Safeguarding & Child Protection Policy
Safer Recruitment Policy
Attendance Policy
Curriculum & Activities Policy
Complaints Procedure
Staff Code of Conduct

Tutor Doctor Oxford

Name: Matthew Lynch
Role: Business Owner & Designated Safeguarding Lead
Date: September 2026

Signature:

