

YORKSHIRE EDUCATION LTD t/a TUTOR DOCTOR YORK

EQUALITY AND DIVERSITY POLICY

1. Policy Statement

Tutor Doctor York is committed to promoting equality, diversity, and inclusion in all aspects of our work with students, families, staff, and the community. We aim to:

1. Eliminate discrimination, harassment, and victimisation as prohibited under the Equality Act 2010.
2. Advance equality of opportunity between individuals who share a protected characteristic and those who do not.
3. Foster good relations across all protected characteristics.

This policy applies to all employees, tutors, volunteers, contractors, students, and families we work with.

2. Legal and Compliance Framework

This policy aligns with:

- [Equality Act 2010 \(including the Public Sector Equality Duty\)](#)
- [Children Act 1989 and 2004](#)
- [Working Together to Safeguard Children \(2026\)](#)
- [City of York & North Yorkshire Council QA requirements for education providers](#)
- [UK employment and safeguarding legislation](#)

3. Scope

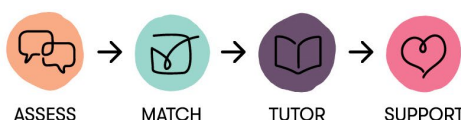
This policy covers:

- Recruitment, selection, and retention of staff and tutors
- Access to tuition and services for students and families
- Learning and working environment, including online and in-person tuition
- Promotion of inclusive teaching and learning practices
- Reporting, investigation, and resolution of equality-related complaints

4. Protected Characteristics

Tutor Doctor York recognises and protects individuals based on:

- Age
- Disability



- Gender reassignment
- Marriage & civil partnership
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This list aligns with the Equality Act 2010.

5. Roles and Responsibilities

Role	Responsibility
Board / Director	Approve policy, review objectives annually, ensure resources and accountability, ensure compliance with council QA standards.
Office Manager / Operations Lead	Implement policy, monitor progress, coordinate staff training, report issues and outcomes to Director.
Tutors & Staff	Promote equality in teaching and interactions, complete training, report concerns or discrimination promptly.
Students & Families	Treat all individuals respectfully and report concerns through appropriate channels.

6. Equality Objectives

1. Ensure all students have equal access to tuition, regardless of background or need.
 2. Reduce barriers to learning for students with disabilities or learning differences.
 3. Promote inclusive teaching strategies, including differentiated learning and cultural awareness.
 4. Increase awareness of diversity and inclusion through staff training and induction.
 5. Monitor, review, and improve policies annually to ensure compliance with council QA standards.
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7. Operational Procedures

7.1 Recruitment & Selection

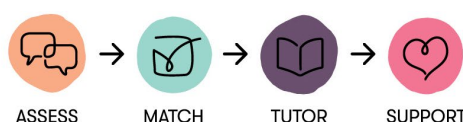
- All recruitment follows non-discriminatory procedures.
- Job descriptions, person specifications, and interview questions are standardised and reviewed for bias.

7.2 Complaints & Concerns

- Concerns regarding discrimination or harassment should be reported immediately to the Office Manager or Director.
- Complaints are handled confidentially, impartially, and promptly.
- Outcomes and actions are documented and communicated to relevant parties.

7.3 Monitoring & Reporting

- The Director will review equality data annually, including:



- Staff and tutor diversity
- Student access and engagement
- Complaints and resolutions
- Findings are reported to the Board and used to update the policy and practice.

7.4 Training & Awareness

- All tutors and staff must complete equality, diversity, and safeguarding training.
- New staff complete induction modules on equality, diversity, and inclusion.

8. Links to Other Policies

This policy should be read alongside:

- Safeguarding & Child Protection Policy
- Health & Safety Policy
- Whistleblowing Policy
- Complaints Procedure

9. Review

- This policy is reviewed annually or sooner if there are legislative changes or council guidance updates.
- Updates are communicated to all staff, tutors, and stakeholders.

Signed:

Mia O'Malley
Director, Tutor Doctor York
Date: September 2026

