



<b>Policy:</b>	<b>Equal Opportunities Policy</b>
<b>Date of approval:</b>	March 2026
<b>Effective date:</b>	April 2026
<b>Next review date:</b>	March 2027

## **1. Purpose**

Kingsford Education Group (KEG) is committed to promoting equality of opportunity and fostering an inclusive environment in which diversity is valued and respected.

The purpose of this policy is to ensure that all individuals are treated fairly and with dignity, and that no person is disadvantaged on the basis of protected characteristics or any other irrelevant factor. KEG aims to remove barriers, whether real or perceived, that may prevent individuals from accessing opportunities as students, staff, or stakeholders.

This policy supports KEG's commitment to equality, diversity, and inclusion and ensures compliance with the Equality Act 2010.

## **2. Scope**

This policy applies to all individuals associated with Kingsford Education Group (KEG), including:

- Prospective and current students
- Staff, including permanent, temporary, part-time, and fixed-term employees
- Applicants for employment or study
- Contractors, consultants, and partners
- Visitors to KEG

The policy applies across all areas of KEG activity, including recruitment, admissions, teaching and learning, assessment, student support, employment practices, and access to facilities and services.

## **3. Policy Statement**

KEG is committed to ensuring that no individual is treated less favourably on the basis of any protected characteristic. These include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

KEG will not tolerate discrimination, harassment, bullying, or victimisation in any form. All individuals have the right to work and study in an environment that is safe, inclusive, and respectful.

The policy applies before, during, and after employment or study, ensuring that equality principles are embedded throughout the entire lifecycle of engagement with KEG.

## **4. Equality in Employment**

KEG will ensure that all employment practices are fair, transparent, and non-discriminatory.

This includes:

- Recruitment and selection processes
- Training and professional development opportunities
- Promotion and career progression
- Terms and conditions of employment
- Pay, benefits, and working conditions
- Health and safety arrangements
- Disciplinary and grievance procedures

All employment decisions will be based on merit, skills, and experience.

## **5. Equality in Student Experience**

KEG will ensure that all students have equal access to opportunities and resources.

This includes:

- Admissions processes
- Teaching, learning, and assessment
- Access to scholarships, grants, and awards
- Student support services
- Accommodation and facilities
- Participation in academic and social activities
- Complaints and disciplinary procedures

KEG will take steps to ensure that all students can participate fully and achieve their potential.

## **6. Prevention of Discrimination and Harassment**

KEG is committed to preventing discrimination, harassment, and bullying through:

- Staff training and awareness programmes
- Clear policies and codes of conduct
- Promotion of inclusive practices
- Prompt and effective response to incidents

Any form of inappropriate behaviour will be taken seriously and addressed in accordance with KEG procedures.

## **7. Legal Compliance and Good Practice**

KEG will ensure that its policies and practices reflect current legislation and best practice.

This includes:

- Reviewing policies regularly
- Conducting equality impact assessments where appropriate
- Considering guidance issued by relevant regulatory and advisory bodies
- Updating policies in response to changes in legislation

KEG will ensure that all policies, procedures, and guidance are accessible to staff and students.

## **8. Responsibilities**

All members of KEG are responsible for upholding the principles of equality and inclusion.

Staff are responsible for:

- Promoting equality and inclusive practices
- Treating others with respect and fairness
- Challenging inappropriate behaviour

Managers are responsible for:

- Ensuring compliance within their areas
- Supporting staff and students
- Taking action where issues arise

Kingsford Education Group (KEG) is responsible for:

- Providing leadership on equality and diversity
- Ensuring compliance with legal obligations
- Monitoring and reviewing equality practices

## **9. Monitoring and Review**

KEG will monitor the implementation of this policy through regular review and analysis of equality-related data.

This includes:

- Reviewing recruitment and admissions data
- Monitoring student outcomes and staff progression
- Evaluating feedback from staff and students

The policy will be reviewed periodically to ensure continued effectiveness and compliance with legal and regulatory requirements.

## **10. Complaints and Reporting**

Any concerns or complaints relating to equality, discrimination, or harassment should be reported through appropriate KEG procedures.

Complaints will be:

- Treated seriously and confidentially
- Investigated promptly and fairly
- Resolved in accordance with KEG policies

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