POLICY

Policy title	IMI – Equality, Diversity & Inclusion
Written by	Luke Atkinson & Joe Saubolle
Policy owner	Principal

Status	Approved
Summary of changes	Reviewed and updated to reflect change to current guidance

Approval date	1 September 2025
Approval authority	Board of Trustees
Review date	1 September 2026

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Introduction

The Hastings Academy will abide by the legal requirements as described within the Equality Act and take every step possible to ensure that very individual is treated fairly and equally and that decisions on recruitment, employment, education, selection, training, promotion, career management and provision of other benefits are based solely on objective and job related criteria.

The Hastings Academy is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Responsibility

The Executive Directors or Centre Coordinator of The Hastings Academy have ultimate responsibility for the Equality, Diversity and Inclusion policy. Every member of The Hastings Academy is required to support this policy and ensure discrimination does not occur.

Objectives

Equality of opportunity is crucial to good practice in any organisation and fairness of opportunity for all is a basic right.

This policy is therefore underpinned by the following:

- To deliver equality, diversity and inclusion throughout organisational policies, procedures and practice and develop an ethos which respects and values all people
- To challenge discrimination and lack of opportunity and encourage other organisations and individuals to do the same to actively promote equality of opportunity
- To create a culture that respects and values an individual's differences and recognises that difference/diversity is an asset to our organisation both to its work and the people it serves
- To eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour. No form of intimidation, bullying or harassment will be tolerated
- Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations and to prepare candidates for life in a diverse society
- To ensure all employees, volunteers, candidates and collaborative partners are aware and encouraged to support the objectives of this policy
- Promote good relations amongst people within the organisations community and the wider communities within which we work
- Do our best, within available resources, to remove barriers which limit or discourage access to The Hastings Academy training provision and activities
- Monitor the implementation, set targets for improvement and evaluate the impact of equality, diversity and inclusion action

What is equality

Equality is where individuals or groups of individuals are treated fairly and ensures:

- Discrimination is eliminated
- Advancement of equality of opportunity
- Fosters good relations between different people when carrying out their activities

This includes and in line with the protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

What is diversity

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all staff and candidates

What is INCLUSION

Inclusion is the culture in which the mix of people can come to work, feel comfortable and confident to be themselves, work in a way that suits them and delivers your business needs. Inclusion will ensure that everyone feels valued and importantly, adds value

EQUAL OPPORTUNITIES?

The centre will evaluate effectiveness of equal opportunities for all clients, candidates and staff.

ACCESS TO FAIR ASSESSMENT

The centre evaluates arrangements to support access to fair assessment.

Monitoring of compliance

All feedback, both formal and informal, from candidates, employers, and clients or other interested parties, is reviewed by The Hastings Academy If any changes to the centre's policies or procedures are considered necessary to maintain compliance, these are actioned as soon as possible.

The Hastings Academy monitors the effectiveness of this policy to maintain full compliance with regulatory requirements.

POLICY REVIEW

The Hastings Academy review their policies and procedures on an annual basis and the next review is scheduled for:

- 01 September 2026

Issue Number	Effective Date	Amendments	Reasons
1	1.9.2025		