Equity, Diversity and Inclusion Policy

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What is the policy about?

People are at the heart of Supporting Education Group. It's our aim to create an environment and employee experience, which inspires and encourages our people to do their best work. We spend a significant portion of our lives at work, and we believe it's really important to make this as enjoyable as possible.

We're passionate about promoting a culture of openness, fairness and inclusivity, we want everyone to have personal dignity at work and be empowered, so you can be your best, true authentic self each and every day. Together, as individuals we embrace our culture and all continually strive to understand, accept and value our different backgrounds, perspectives and experiences.

That's what this policy is all about, it's non contractual and may be changed in the future.

Who does it apply to?

This policy applies to all employees and workers across our group of companies and all third parties acting on behalf of our business including secondees, advisors, agency workers, contractors and other companies. It applies to all processes relating to employment and training and to any dealings with customers and clients.

What do I need to know or do?

Equity means to intentionally ensure that everyone has access to the support, resources, treatment and the opportunities they need to succeed in the workplace. Diversity is about accepting individual differences and creating a culture where everyone feels included and gets involved in delivering results together. Inclusion is about valuing these differences, treating everybody fairly and creating a sense of belonging.

What you can expect from us

- We aspire to have a diverse workforce because, in our view, diversity enables better business outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for everyone. From application to interview, we place inclusion at the heart of all that we do
- We're committed to fair treatment to all current and prospective employees regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership
- We recruit and promote our talent based on ability, skills, experience, behaviour, performance and potential for the job
- If you have a disability, we'll look to make reasonable adjustments to help you in the workplace (you need to talk to your manager about adjustments you think you might need)
- We train Mental Health First Aiders and have Employee Assistance Programmes in place, which allow you the opportunity to talk in confidence about any concerns you may have and how you can best approach the situation
- We review all our employment practices and procedures to ensure fairness and inclusivity
- We monitor our workforce profile and employee information to make sure we understand our people and their needs
- We invest in ourselves and create an environment where everyone continuously learns, including training on equity, diversity and inclusion, sexual harassment and modern slavery and trafficking

- We join appropriate organisations to network and exchange best practice

Unacceptable behaviour

We don't accept behaviour or attitudes that discriminate against anyone, or coerce, intimidate, bully, or harass others, or threaten them with verbal or physical violence. If anyone has any concerns for themselves or others, please report this under our Bullying and Harassment and Grievance Policies. We also have our Employee Assistance Programme, which gives you free and confidential advice and support.

Where can I find more information?

- Employee Assistance Programmes
- Bullying and Harassment Policy
- Grievance Policy

If you have any questions about this policy, please ask your manager or the People Hub at peoplehub@supportingeducation.com

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