

# SkillsFit Equality & Diversity Policy

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## SkillsFit Equality & Diversity Policy 2025–26

**Purpose • Positivity • Professionalism**

**Document Owner:** Director / Governance & QA Board

**Last Reviewed:** October 2025

**Next Review:** October 2026

**Applies to:** All SkillsFit learners, staff, volunteers, contractors, and partners

**Related Documents:** Safeguarding Policy, Anti-Bullying & E-Safety Policy, Behaviour & Conduct Policy, Curriculum & Reintegration Statement, Staff Code of Conduct, Data Protection & Confidentiality Policy, Governance & QA Framework

## Alignment with DfE Non-School Alternative Provision Voluntary National Standards (August 2025)

Standard	Policy Alignment	Evidence in Document
1. Leadership & Governance	✓	QA Board oversight, equality objectives, annual reporting
2. Safeguarding & Welfare	✓	Commitment to inclusion, dignity, and protection from discrimination
3. Curriculum, Teaching & Learning	✓	Inclusive delivery through the Discover Your Purpose curriculum
4. Behaviour, Attendance & Reintegration	✓	Promotes respect, tolerance, and equitable reintegration
5. Admissions, Support & Guidance	✓	Fair access, adaptive support, and learner voice inclusion
6. Premises, Health & Safety	<input type="checkbox"/>	Accessibility addressed through site risk assessments

## Policy Statement Summary

SkillsFit is committed to promoting equality, celebrating diversity, and eliminating discrimination in all areas of its work. We believe that every individual should have equitable access to opportunities, feel respected and valued, and be able to participate fully

in a safe and inclusive environment. This policy supports compliance with the Equality Act 2010 and the Public Sector Equality Duty.

### **1. Purpose and Scope**

This policy sets out SkillsFit's commitment to equality of opportunity and diversity across all aspects of its operations, including recruitment, curriculum delivery, learner support, and governance. It applies to all learners, staff, volunteers, contractors, and external partners associated with SkillsFit Training & Education Ltd and SkillsFit CIC.

### **2. Legal Framework**

This policy is underpinned by the Equality Act 2010 and associated regulations. SkillsFit recognises and upholds the nine protected characteristics defined in law: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We also recognise the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations.

### **3. Equality and Diversity Commitments**

SkillsFit will:

- Treat all individuals with dignity, respect, and fairness.
- Create an inclusive learning and working environment free from harassment and discrimination.
- Ensure all recruitment, training, and development decisions are based on merit, ability, and organisational need.
- Provide accessible services, facilities, and resources.
- Promote positive role models and diverse representation in curriculum content and delivery.
- Ensure reasonable adjustments are made to meet the needs of individuals with disabilities or additional needs.

### **4. Governance and Quality Assurance**

The Governance & QA Board monitors equality performance termly through staff and learner data, curriculum participation, and learner voice feedback. Findings are included in the annual Self-Assessment Report (SAR) and inform the Quality Improvement Plan (QIP). Equality and diversity form part of all internal audits and policy reviews.

### **5. Curriculum and Inclusive Practice**

Equality and inclusion are embedded throughout the SkillsFit curriculum, particularly within the Discover Your Purpose and Core Skills programmes. Learners explore diversity, personal identity, and respect through experiential and reflective activities. Staff plan and deliver sessions that are accessible, inclusive, and sensitive to different backgrounds, learning styles, and experiences.

## 6. Equality Objectives 2025–26

SkillsFit’s measurable equality objectives for 2025–26 are as follows:

**Objective 1:** Ensure all learners have equitable access to the SkillsFit curriculum through adaptive delivery and targeted support, reviewed termly by the QA Board.

**Objective 2:** Promote inclusive recruitment and workforce diversity by ensuring all job advertisements and selection panels reflect SkillsFit’s Equality & Diversity principles, with annual reporting to the Governance Board.

**Objective 3:** Strengthen learner voice and participation in decision-making by involving learners from diverse backgrounds in programme evaluation and curriculum review activities.

## 7. Roles and Responsibilities

Role	Responsibility
Director	Leads the organisation’s strategic commitment to equality and diversity.
Governance & QA Board	Monitors progress against equality objectives and reviews termly equality data.
Designated Safeguarding Lead (DSL)	Ensures inclusion and equality underpin safeguarding practice.
Staff and Volunteers	Promote inclusive practice, challenge discrimination, and embed equality in daily work.
Learners	Show respect, tolerance, and understanding towards others in line with the Learner Conduct Agreement.

## 8. Monitoring and Reporting

Equality performance is reviewed termly by the Governance & QA Board through monitoring of participation, progress, and satisfaction data. Feedback from learners and staff informs continuous improvement. Annual equality reporting forms part of SkillsFit’s public accountability commitments.

### Linked Policies and Documents

- Safeguarding & Child Protection Policy
- Anti-Bullying & E-Safety Policy
- Behaviour & Conduct Policy
- Curriculum & Reintegration Statement
- Staff Code of Conduct

- Data Protection & Confidentiality Policy

- Governance & QA Framework

### **Policy Review**

This policy is reviewed annually by the Director and Governance & QA Board and updated as part of the SkillsFit QA cycle. Progress against equality objectives is reported annually in the SAR and reviewed at each QA Board meeting.

Approved by: *C. Wilde* (Director)

Date: 20<sup>th</sup> October 2025

Next Review: October 2026

