



Equality Diversity & Inclusion
Policy Statement

1. Policy Statement

C-Learning is dedicated to encouraging a supportive and inclusive culture amongst the whole team. Our aim is to ensure that everyone is provided with an equal opportunity and that equality, diversity and inclusion is encouraged as a core principle within our workforce. In addition we expect those who work with us as partners to be exemplars of these values also.

We will treat everyone with dignity and respect irrespective of any of the 'Protected Characteristics' as defined by the Equality Act 2010. The protected characteristics are age, disability including mental health, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and we will not tolerate discrimination against anyone on any of these grounds. Each person will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to provide equality and inclusion to all in our team and not to provide less favourable treatment based on a person's protected characteristic. We aim to exceed best practice and become exemplars in equality, diversity and inclusion. We are opposed to all forms of unlawful and unfair discrimination and we will champion, celebrate, and live by, values of equality, diversity and inclusion.

2. Principles

For everyone in our team, in line with the Equality Act 2010, C-Learning will:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity;
- Foster good relations;

Everyone in our team will be treated fairly and will be offered development, training, or any other benefit on the basis of their individual merit and aptitude.

Our team will be supported to ensure they can develop their full potential and utilise their unique talents. We commit to ensuring the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

C-Learning will champion equality, diversity and inclusion as core values which play a vital role in promoting greater representation in all aspects of society.

3. Commitments

Our core commitments are to eliminate all forms of unfair discrimination and to promote equal opportunity and good relations between everyone in our team by:

- creating an environment in which individual differences and the contributions of all team members are recognised and valued;
- maintaining a working environment that promotes dignity and respect for everyone;
- not tolerating any form of intimidation, bullying, or harassment, and to discipline those that breach this policy;
- ensuring that training, development, and progression opportunities available to everyone we work with;
- promoting equality diversity and equal opportunities to ensure good management practice is maintained which makes sound business sense;
- encouraging everyone to be open and honest and to be able to raise any concerns in relation to equality, diversity and inclusion;
- ensuring that everyone is treated with dignity and respect;
- regularly reviewing all our practices and procedures so that fairness is maintained at all times.

C-Learning will continually reinforce the obligations of this policy within day to day operations to comply with its requirements and promote fairness in the workplace.

The C-Learning equality and diversity policy is fully supported by senior management and will be reviewed regularly to ensure that equality, diversity and inclusion is aligned to current practice and legal requirements.

Signature on behalf of C-Learning

Jamie Smith

Jamie E Smith MBA BA (Hons), FRSA
Executive Chairman C-Learning

POLICY OWNER:	Jamie E Smith, Executive Chairman
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