

EQUALITIES POLICY

1. Policy Statement

Beet Language Centre is committed to promoting equality, diversity, and inclusion across all areas of our provision. We aim to create a welcoming and respectful environment where all students, staff, homestay providers, and visitors are treated fairly and with dignity. Differences are valued, and everyone has equal access to opportunities, services, and support.

We oppose all forms of discrimination, harassment, and victimisation and actively work to remove barriers faced by individuals from protected or marginalised groups.

This policy is supported and overseen by the **Accommodation Officer** and **Designated Safeguarding Lead (DSL)**.

2. Purpose

This policy aims to:

- Ensure compliance with the Equality Act 2010.
- Promote inclusive practice across Beet Language Centre.
- Support a safe environment where diversity is respected and celebrated.
- Ensure staff understand their responsibilities regarding equality and fair treatment.

3. Scope

This policy applies to:

- All Beet Language Centre staff (including temporary and visiting staff)
- Students
- Applicants
- Homestay providers
- Contractors and visitors
- Any person representing the organisation

4. Legal Framework

This policy is underpinned by:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Public Sector Equality Duty** (where applicable)

The Equality Act 2010 protects individuals from discrimination on the basis of the following **protected characteristics**:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

5. Policy Principles

5.1 Promoting Equality

Beet Language Centre is committed to:

- Ensuring equal access to education, accommodation, welfare, and activities
- Ensuring recruitment and employment processes are fair
- Supporting an inclusive learning environment

5.2 Preventing Discrimination

We do not tolerate:

- Direct or indirect discrimination
- Harassment (including sexual harassment)
- Bullying or intimidation
- Victimisation

5.3 Fostering Good Relations

We encourage:

- Respectful communication
- Cultural understanding
- Inclusive teaching and support practices

5.4 Reasonable Adjustments

Beet Language Centre will provide reasonable adjustments for students, staff, and visitors with disabilities to ensure participation and equality of opportunity.

6. Roles and Responsibilities

6.1 Organisation

Beet Language Centre is responsible for:

- Implementing this policy
- Providing training and guidance
- Reviewing and monitoring the effectiveness of the policy

6.2 Management

Managers and supervisors must:

- Promote equality in their teams
- Respond promptly to concerns or incidents
- Ensure staff understand and apply this policy

6.3 Accommodation Officer & DSL

The Designated Safeguarding Lead is responsible for:

- Ensuring safeguarding practices reflect equality and inclusion
- Providing advice and support to staff and students
- Ensuring discrimination concerns affecting welfare or safety are addressed
- Guiding homestay providers in equality-based responsibilities

6.4 All Staff and Homestay Providers

All individuals working with Beet Language Centre must:

- Treat students and colleagues with respect
- Report discriminatory behaviour
- Promote inclusive practice

7. Handling Concerns and Complaints

Beet Language Centre will:

- Treat all concerns seriously
- Investigate promptly and confidentially
- Take appropriate action where necessary

Concerns may be reported to:

- A manager or senior staff member
- The DSL for issues affecting welfare, vulnerability, or safeguarding

We will ensure protection from victimisation for anyone who raises a concern in good faith.

See also: Customer Service and Complaints Policy

8. Monitoring and Review

Beet Language Centre will:

- Review this policy annually (or sooner if legislation changes)
- Monitor equality data where appropriate
- Seek feedback from students and staff to support continuous improvement

Policy reviewed: March 2026 – Accommodation and Welfare Officer

Next review due: March 2027