



## Equity, Diversity and Inclusion (EDI) In The Classroom

The Skills and Employment Service is committed to supporting and promoting equality and diversity across all programmes. We believe that all learners should be valued and respected, and we are committed to using the best resources to help all learners to reach their potential. Our commitment to EDI is underpinned by our Equity, Diversity, and Inclusion Policy (available on the website).

All Skills and Employment provision must comply with the Equality Act 2010. This Act brought together all previous legislation and requires organisations to make reasonable adjustments for all learners with disabilities. It is important that tutors know how to recognise learning difficulties and disabilities and how these might impact on learning. By understanding these differences we will introduce appropriate support mechanisms to increase participation and promote inclusion.

The Equality Act 2010 refers to nine protected characteristics including disability, race and ethnicity, sex, age, religion and belief, sexual orientation, gender reassignment, pregnancy and maternity and civil partnership.

**The Public Sector Equality Duty** was introduced in 2011. The three main aims:

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

We are subject to this duty and therefore it is important that you are also proactive in implementing these aims.

Further information can be found through the following links:

Government Equalities Office [www.equalities.gov.uk](http://www.equalities.gov.uk)

ACAS (Advisory, Conciliation and Arbitration Service) [www.acas.org.uk](http://www.acas.org.uk)

Equality and Human Rights Commission [www.equalityhumanrights.com](http://www.equalityhumanrights.com)





## EDI Classroom Protocol

We are committed to providing a safe learning environment where discrimination or harassment does not occur. No learner should intentionally be made to feel threatened or excluded from participating. We ask that all tutors are mindful of equal opportunities and promote it through their delivery whenever possible.

When planning and delivering your sessions:

- Be aware of diversity; including references to race, culture, religion, gender, age, disability, sexuality or other protected characteristics
- Refer to the Skills and Employment newsletters
- Use materials and teaching methods that promote equality
- Ensure that learning resources and accommodation allow all learners to fully participate
- Assess your materials for gender or race bias – avoiding stereotypical images, material that represents a particular gender in a negative way
- Recognise that treating people fairly does not necessarily mean treating people the same

## Equity, Diversity and Inclusion within the Curriculum

- **Inclusive** teaching takes account of the diverse needs that learners have.
- **Responsive** teaching empowers learners to take responsibility for their own learning whilst meeting their individual needs.
- **Anti-discriminatory** teaching explores the rights and responsibilities that learners have, challenges assumptions and promotes tolerance.
- **Diverse** teaching acknowledges and celebrates the contributions of people from different backgrounds, ages, cultures and religions.

EDI resources are available on the [Skills and Employment](#) section of the Cheshire West and Chester website.

If you have any queries or suggestions regarding EDI please contact your line manager or the Quality team who produce the termly newsletter:

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