Equality, Diversity & Inclusion Policy

Version 1.0 · November 2026 · Next review: November 2027

1. Policy Statement

ADITA is committed to fostering a culture of equality, diversity and inclusion. We oppose all forms of discrimination and promote equality of opportunity for all learners, staff and visitors.

2. Protected Characteristics — The Nine Areas

We will not discriminate on the basis of: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race (including colour, nationality, ethnic or national origin), Religion or Belief, Sex, or Sexual Orientation.

3. Our Commitment

- Admissions: Learners are admitted based on suitability for the course — not protected characteristics.
- Curriculum: We ensure our teaching materials reflect diversity and avoid bias.
- Support: Reasonable adjustments are made for learners with disabilities or additional needs.
- Monitoring: We collect and analyse equality data to identify any gaps in participation or outcomes.
- Training: All staff receive equality and diversity awareness training.

Signed (Academy Director): _____ Date: _____