

RG41 Equality, Diversity and Inclusion Policy in Relation to Education Provision		Effective date: 03/2024
Authorised owner: Siobhan Mellor	Department(s) / Project team(s): PedAL	Last revision: 03/2024
Classification: Public	Issue: 01	Next review: 03/2025



Equality, Diversity and Inclusion Policy in Relation to Education Provision

1. Introduction

We are committed to promoting equality of opportunity and providing services and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is to:

- A. Ensure that no applicant, delegate, or graduate receives less favourable treatment on the grounds of a characteristic that is protected by The Equality Act (2010). These protected characteristics are:
 - age
 - gender reassignment
 - being married or in a civil partnership
 - being pregnant or on maternity leave
 - disability
 - race including colour, nationality, ethnic or national origin
 - religion or belief
 - sex
 - sexual orientation
- B. Ensure that no applicant, delegate, or graduate is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.
- C. Ensure that no applicant, delegate, or graduate is victimised or subjected to any form of bullying or harassment.
- D. Ensure that all applicants, delegates, and graduates are valued as individuals with diverse opinions, cultures, lifestyles and circumstances.

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2. Scope

This policy sets out our commitment for creating an inclusive and supportive learning environment, where all individuals have the opportunity to fulfil their potential. This policy applies to all applicants, current delegates, and alumni.

3. Legislative context

3.1 The main piece of legislation governing equality in the UK is the Equality Act (2010), which replaced nine pieces of legislation and over 100 regulations when it came into force. The Equality Act is the main legal framework protecting the rights of individuals and advancing equality of opportunity.

3.2 Additional legislation covering equality, diversity and inclusion in the UK includes:

- Carer's Leave Act (2023)
- Marriage (Same Sex Couples) Act (2013)
- Racial and Religious Hatred Act (2006)
- The Work and Families Act (2006)
- Civil Partnerships Act (2004)
- Gender Recognition Act (2004)
- Employment Act (2002)
- Maternity and Parental Leave etc. Regulations (1999)
- The Human Rights Act (1998)
- Employment Rights Act (1996)
- Protection from Harassment Act (1997)
- Rehabilitation of Offenders Act (1974)
- Carer's Leave Act (2023)

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4. Our commitment

Real Group Ltd is committed to creating an environment in which individual differences and the contributions of our staff and delegates are recognised and valued; entitling every delegate and staff member to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

5. Equal opportunity policy statements

Age, Race, Sex, Gender Reassignment, Sexual Orientation, Marriage, and Civil Partnership

We will ensure that people of all ages, races, sexes, gender identities, sexual orientations, and marital/civil partnership statuses are treated with respect and dignity, have equal access to our education provision, and that discriminatory assumptions and actions are robustly challenged.

Disability

We will ensure that people of all abilities are treated with respect and dignity, and discriminatory assumptions and actions are robustly challenged. We will provide reasonable adjustments to ensure disabled delegates have full access to learning with us. Further detail about reasonable adjustments can be found in *RG51 Reasonable Adjustments Policy*.

Religion and Belief

We will ensure that people of all religions and beliefs are treated with respect and dignity, and discriminatory assumptions and actions are robustly challenged. Wherever possible we will ensure that a delegate's religion or beliefs, and related observances, are respected and accommodated where the expression of these does not impinge on the legitimate rights of others. Further detail about reasonable adjustments can be found in *RG51 Reasonable Adjustments Policy*.

Pregnancy, Maternity, Paternity, and Adoption

We will ensure that people at all stages of pregnancy and maternity are treated with respect and dignity, and discriminatory assumptions and actions are robustly challenged. Delegates will be fully supported to take appropriate breaks from their studies to accommodate pregnancy and maternity.



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We will also ensure that a baby’s father, or a mother’s partner, are treated with respect and dignity, and be fully supported to take appropriate breaks from their studies to accommodate paternity leave or shared maternity leave.

Delegates who are becoming parents through adopting will be treated with respect and dignity, and discriminatory assumptions and actions are robustly challenged. Delegates will be fully supported to take appropriate breaks from their studies to accommodate adoption leave, paternity leave, or shared parental leave.

Further detail about how pregnancy, maternity, paternity, and adoption is handled within Real Group’s programmes can be found in *RG51 Reasonable Adjustments Policy*.

6. Accessibility

We strive to proactively remove barriers and ensure our online learning environments and course materials are usable for everyone, regardless of ability.

Conformance with WCAG 2.1 Standards

We will develop and maintain our online platform and course materials in accordance with the World Wide Web Consortium’s (W3C) Web Content Accessibility Guidelines (WCAG) 2.1 Level AA standards. These standards outline how to make web content accessible to people with disabilities.

Accessible Content Formats

Wherever possible we will provide course materials in accessible formats, including transcripts for audio and video components, alternative text descriptions for images, and keyboard accessibility for all interactive elements.

Assistive Technologies

We will strive to ensure our platform is compatible with common assistive technologies used by people with disabilities, such as screen readers and text-to-speech software.

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User Feedback

We encourage feedback from delegates on accessibility issues. We will provide easy to access methods for delegates to report accessibility barriers and suggest improvements.

7. Roles and responsibilities

Directors

The Directorate provides leadership on equality, diversity and inclusivity, and oversees the development of policy frameworks and their application across Real Group.

The Pedagogy and Learning Standards Committee

The PEDaL Standards Committee is responsible for ensuring this policy is put into practice across the entirety of the education provision offered by Real Group and monitoring the effectiveness of this.

Members of staff

All members of staff, both employed and freelance, have the responsibility to comply with this policy: treat others with respect at all times; actively discourage, challenge and report discriminatory behaviour/practice; and participate in training and wider learning opportunities to eliminate prejudice and extend good practice.

Delegates

All delegates will have access to this policy and are expected to abide by its principles. In particular they should: treat everyone with respect and dignity, whatever their background; avoid degrading and stereotypical images or such references to minority groups; treat other delegates as individuals and refrain from discriminatory or harassing behaviour.

8. Breach of policy

Complaints of discrimination on the grounds of the areas covered by this policy should be brought using the appropriate grievance resolution procedures; either *IP16 Customer Complaints Handling Procedure* or *RG42 Delegate Conduct and Discipline Policy*.



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9. Further information

This policy is owned and maintained by the Director of Pedagogy and Learning, and any queries or comments about this policy should be addressed to them directly.

Real Group reserves the right to review, revise, amend or replace the content of this policy, and introduce new policies and procedures from time to time to reflect the changing needs of the organisation and new legislation and regulations.

10. Related documents

- IP16 Customer Complaints Handling Procedure
- RG42 Delegate Conduct and Discipline Policy
- RG51 Reasonable Adjustments Policy
- RG47 Postgraduate Extenuating Circumstances Policy

11. Document history

Issue 1

Initial release