

Cantab Academy: Equality, Diversity and Inclusion Policy

1. Purpose

Cantab Academy ("the Academy") is committed to promoting equality, diversity and inclusion in everything it does — from staff and trainer recruitment to participant admissions and course delivery. This policy sets out that commitment and how it is put into practice. It should be read alongside the Academy's Anti-Discrimination and Anti-Bullying Policy and Staff Recruitment Policy.

2. Policy statement

The Academy believes that a diverse and inclusive environment leads to better learning outcomes and a stronger organisation. We are committed to treating all staff, trainers, participants and stakeholders fairly and with respect, and to ensuring that no one receives less favourable treatment because of a protected characteristic, including age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

This commitment applies to recruitment and employment, participant admissions and selection, course design and delivery, and the day-to-day conduct of everyone connected with the Academy.

3. Legal framework

This policy reflects the principles of the Equality Act 2010, which protects people from discrimination, harassment and victimisation in the UK. While participants join the Academy's courses from overseas, the Academy applies the same standards of fairness and respect to all participants, staff and trainers, regardless of where they are based.

4. Our commitments

- Recruitment and employment: posts are advertised openly, and candidates are assessed against clear, job-related criteria, as set out in the Staff Recruitment Policy.
- Participant admissions: entry requirements are based on academic merit and language competence, applied consistently to all applicants regardless of background.
- Course delivery: trainers are expected to be responsive to the different backgrounds and needs of participants, and to create a learning environment where everyone can participate fully.
- Reasonable adjustments: the Academy will consider reasonable adjustments for staff, trainers or participants with a disability or additional support need, so far as is practicable given the short, intensive nature of its courses.
- Freedom from harassment and discrimination: any form of discrimination, harassment or victimisation is dealt with under the Anti-Discrimination and Anti-Bullying Policy.

5. Responsibilities

- The Directors are responsible for the overall implementation, monitoring and annual review of this policy.

- All staff and trainers are responsible for applying this policy in their day-to-day work, and for treating colleagues and participants fairly and with respect.
- All participants are expected to treat fellow participants, trainers and staff with courtesy and respect, in line with the Academy's Anti-Discrimination and Anti-Bullying Policy.

6. Raising a concern

Anyone who believes they have experienced or witnessed discrimination connected with the Academy's provision should raise it in line with the reporting procedure set out in the Anti-Discrimination and Anti-Bullying Policy, or through the Complaints Policy.

7. Monitoring and review

The Directors review this policy at least annually to ensure it remains effective and reflects any changes in the Academy's provision or relevant law.

Date: Aug 2026

Review Date: Aug 2027