POLICY

Equality, Diversity and Inclusion Policy

Organisation	Asbiverse Limited trading as Intent Institute (part of Asbiverse Group)
Company number	13891216 (registered in England and Wales)
Registered office	Dairy House, Money Row Green, Holyport, Maidenhead, Berkshire, SL6 2ND
Document reference	II-EDI-001
Version	2.0
Issue date	October 2026
Next review	October 2027, or sooner if legislation, statutory guidance or contract requirements change
Approved by	Ankur Shiv Bhandari, Director
Contact	info@intent.institute
Supersedes	Version 1.0 (ASB-EDI-001, December 2024), issued under the Asbiverse Group name

> Intent Institute is the Asbiverse Group division for public bodies and other industries, and a trading name of Asbiverse Limited. **Named roles in this policy will be appointed and confirmed before the start of any contract.**

1. POLICY STATEMENT

Intent Institute is committed to promoting equality, diversity and inclusion across all aspects of our education delivery and organisational operations. We value and celebrate diversity in all its forms and are committed to creating an inclusive environment where everyone can thrive, achieve their potential and contribute to our mission of Excellence with Intent.

We will not tolerate discrimination, harassment or victimisation in any form and will take positive action to promote equality of opportunity for all.

2. LEGAL FRAMEWORK

This policy complies with:

- Equality Act 2010
- Human Rights Act 1998
- Public Sector Equality Duty (Equality Act 2010, section 149), observed when delivering on behalf of public bodies
- Worker Protection (Amendment of Equality Act 2010) Act 2023
- Education and Skills Act 2008

3. PROTECTED CHARACTERISTICS

Under the Equality Act 2010, we will not discriminate on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity and nationality)
- Religion or belief

- Sex
- Sexual orientation

4. DEFINITIONS

4.1 Equality

Ensuring everyone has equal access to opportunities and is treated fairly and with respect.

4.2 Diversity

Recognising, respecting and valuing differences in background, perspective and experience.

4.3 Inclusion

Creating environments where everyone feels welcomed, valued and able to participate fully.

4.4 Direct Discrimination

Treating someone less favourably because of a protected characteristic.

4.5 Indirect Discrimination

Applying policies or practices that disadvantage people with protected characteristics.

4.6 Harassment

Unwanted conduct related to a protected characteristic that violates dignity or creates an intimidating environment.

4.7 Victimisation

Treating someone unfavorably because they have made or supported a complaint about discrimination.

5. OUR COMMITMENT

5.1 Leadership Commitment

- Board and senior management leadership on EDI
- Regular review of EDI progress
- Integration into strategic planning
- Resource allocation for EDI initiatives
- Personal accountability for EDI outcomes

5.2 Organisational Culture

- Inclusive values and behaviours
- Respect for all individuals
- Challenge to discriminatory practices
- Celebration of diversity
- Continuous learning and development

5.3 Positive Action

- Targeted support for underrepresented groups
- Outreach and engagement activities
- Mentoring and development programmes
- Flexible working arrangements
- Reasonable adjustments

6. LEARNER EQUALITY

6.1 Admissions and Access

- Fair and transparent admissions processes
- Removal of unnecessary barriers
- Positive action to encourage applications
- Clear information and guidance
- Support for disadvantaged groups

6.2 Learning Environment

- Inclusive curriculum design
- Diverse teaching materials and examples
- Accessible learning resources
- Respectful classroom environment
- Zero tolerance of bullying and harassment

6.3 Learning Support

- Individual needs assessment
- Reasonable adjustments
- Additional learning support
- Assistive technology provision
- Specialist equipment access

6.4 Achievement and Progression

- Monitor achievement by protected characteristics
- Identify and address achievement gaps
- Targeted intervention and support
- Career guidance and progression support
- Celebration of diverse achievements

7. EMPLOYMENT EQUALITY

7.1 Recruitment and Selection

- Fair and transparent processes
- Diverse recruitment panels
- Unconscious bias training
- Positive action where appropriate
- Disability confident employer practices

7.2 Career Development

- Equal access to training and development
- Mentoring and coaching programmes
- Succession planning inclusion
- Leadership development opportunities
- Professional qualification support

7.3 Working Environment

- Inclusive workplace culture
- Flexible working arrangements
- Reasonable adjustments
- Family-friendly policies
- Religious observance accommodation

7.4 Pay and Conditions

- Equal pay for equal work
- Transparent pay structures
- Regular pay gap analysis
- Fair performance management
- Inclusive benefits packages

8. DISABILITY EQUALITY

8.1 Social Model Approach

- Focus on removing barriers
- Individual needs assessment
- Person-centreed solutions
- Empowerment and independence
- Full participation enablement

8.2 Reasonable Adjustments

- Anticipatory duty compliance
- Individual adjustment agreements
- Regular review and update
- Cost-effective solutions
- Technology and equipment provision

8.3 Accessibility

- Physical environment accessibility
- Digital accessibility compliance
- Communication format alternatives
- Accessible information provision
- Transport and parking considerations

8.4 Support Services

- Specialist support coordination
- External agency liaison
- Assistive technology training
- Personal care assistance
- Mental health support

9. PREVENTING HARASSMENT AND BULLYING

9.1 Zero Tolerance Approach

- Clear behavioural expectations
- Prompt investigation of complaints
- Appropriate disciplinary action
- Support for victims
- Prevention-focused interventions

9.2 Creating Safe Spaces

- Inclusive environment promotion
- Bystander intervention training
- Reporting mechanism accessibility
- Confidential support services

- Restorative justice approaches

9.3 Online Safety

- Digital citizenship education
- Cyberbullying prevention
- Social media guidelines
- Online behaviour monitoring
- Platform safety features

10. RELIGIOUS AND CULTURAL INCLUSION

10.1 Religious Observance

- Prayer time accommodation
- Religious holiday recognition
- Dietary requirement provision
- Dress code flexibility
- Religious festival celebration

10.2 Cultural Sensitivity

- Cultural competence development
- Diverse cultural representation
- Heritage month recognition
- Community engagement
- Cultural exchange promotion

10.3 Language Support

- English language development
- Multilingual communication
- Translation services
- Cultural interpretation
- Community language valuation

11. LGBTQ+ INCLUSION

11.1 Creating Inclusive Environments

- Inclusive language use
- Gender-neutral facilities
- LGBTQ+ visibility
- Safe space designation
- Anti-bullying protection

11.2 Support Services

- LGBTQ+ support groups
- Mental health awareness
- Transition support
- Family engagement
- External organisation links

11.3 Curriculum Integration

- Diverse family representation
- LGBTQ+ history inclusion
- Respectful terminology use

- Stereotype challenging
- Positive role model provision

12. AGE EQUALITY

12.1 Intergenerational Learning

- Age-diverse learning groups
- Peer mentoring programmes
- Cross-generational projects
- Knowledge sharing initiatives
- Stereotyping challenge

12.2 Lifelong Learning

- Flexible learning pathways
- Career change support
- Skills updating opportunities
- Technology training
- Retirement transition support

13. SOCIOECONOMIC INCLUSION

13.1 Addressing Disadvantage

- Financial barrier removal
- Equipment and resource provision
- Transport support
- Childcare assistance
- Food security support

13.2 Social Mobility

- Aspiration raising activities
- Higher education preparation
- Career guidance provision
- Work experience opportunities
- Network building support

14. MONITORING AND EVALUATION

14.1 Data Collection

- Equality monitoring across all activities
- Voluntary disclosure encouragement
- Confidential data handling
- Regular data analysis
- Trend identification

14.2 Impact Assessment

- Equality impact assessments
- Policy and procedure review
- Service delivery evaluation
- Stakeholder feedback collection
- Continuous improvement implementation

14.3 Reporting

- Annual equality report publication
- Progress indicator monitoring
- Achievement gap analysis
- Best practice sharing
- Transparency maintenance

15. COMPLAINTS AND GRIEVANCES

15.1 Reporting Mechanisms

- Multiple reporting channels
- Anonymous reporting options
- Clear complaint procedures
- Timely response commitment
- Regular procedure review

15.2 Investigation Process

- Prompt and thorough investigation
- Impartial investigation team
- Evidence-based decisions
- Appropriate remedial action
- Learning from complaints

15.3 Support Services

- Emotional support provision
- Advocacy service access
- Confidentiality protection
- Victimisation prevention
- Ongoing support coordination

16. TRAINING AND DEVELOPMENT

16.1 Mandatory Training

- Equality and diversity awareness
- Unconscious bias training
- Cultural competence development
- Inclusive teaching practices
- Legal compliance updates

16.2 Specialised Training

- Disability awareness training
- LGBTQ+ inclusion training
- Mental health awareness
- Religious literacy development
- Age inclusion training

16.3 Continuous Learning

- Regular training updates
- Best practice sharing
- External training opportunities
- Conference attendance

- Research engagement

17. PARTNERSHIPS AND ENGAGEMENT

17.1 Community Engagement

- Local community partnerships
- Minority group liaison
- Faith organisation engagement
- Disability organisation collaboration
- Student union cooperation

17.2 External Support

- Equality organisation partnerships
- Professional network participation
- Best practice benchmarking
- Resource sharing
- Joint initiative development

18. GOVERNANCE AND ACCOUNTABILITY

18.1 Board Responsibility

- Strategic oversight provision
- Policy approval and review
- Progress monitoring
- Resource allocation
- Public commitment demonstration

18.2 Management Accountability

- Line management responsibility
- Performance indicator achievement
- Staff development support
- Culture change leadership
- Stakeholder engagement

18.3 Individual Responsibility

- Personal behaviour accountability
- Inclusive practice implementation
- Challenge to discrimination
- Continuous learning commitment
- Community building contribution

19. RELATED POLICIES

- Safeguarding Policy
- Anti-Bullying Policy
- Health and Safety Policy
- Grievance and Disciplinary Procedures
- Recruitment and Selection Policy
- Learning Support Policy

20. CONTACT INFORMATION

Internal Contacts

- **Equality, Diversity and Inclusion Lead:** Named before contract start; contact through info@intent.institute
- **Director:** Ankur Shiv Bhandari, contact through info@intent.institute
- **HR Manager:** Named before contract start; contact through info@intent.institute

External Support

- **Equality Advisory and Support Service (EASS):** 0808 800 0082
- **ACAS:** 0300 123 1100
- **Citizens Advice:** 03444 111 444
- **Stonewall:** 0800 050 2020

Document Control

- **Author:** Asbiverse Limited trading as Intent Institute
- **Approved:** Ankur Shiv Bhandari, Director
- **Distribution:** All staff, learners, stakeholders
- **Review:** Annual
- **Location:** Staff handbook, website, public areas

This policy reflects our commitment to creating an inclusive environment where everyone can achieve excellence with intent.