

SPM Development Services Ltd

Equality, Diversity and Inclusion Policy

Reviewed and Updated: September 2025

Next Review: September 2026, or sooner if statutory guidance changes.

Policy Statement

SPM Development Services Ltd is committed to promoting equality, diversity and inclusion across all areas of our work. We will provide an environment where everyone is treated with fairness, dignity and respect. Discrimination, harassment or victimisation will not be tolerated under any circumstances.

Scope

This policy applies to:

- Staff, self-employed tutors and contractors
- Learners, including those with Education, Health and Care Plans (EHCPs) and those educated outside of school (EOTAS)
- Parents, carers and commissioners who engage with SPM

This policy is underpinned by the Equality Act 2010 and covers all protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Safeguarding Link

Promoting equality, diversity and inclusion is part of our safeguarding responsibilities. We recognise that some learners, including those with SEND, EHCPs, care experience, or those who are gender-questioning, may face additional barriers and vulnerabilities. These will be considered and addressed in all aspects of our provision.

Roles and Responsibilities

Director: Simon Piper-Masha has overall responsibility for ensuring compliance with equality, diversity and inclusion legislation and policy.

All Staff, Tutors and Contractors: Everyone working with SPM is expected to follow this policy, challenge discriminatory behaviour, and ensure that equality and inclusivity are embedded in their day-to-day work.

Learners and Parents/Carers: Learners and families are expected to engage respectfully with staff and other learners.

Implementation

SPM will:

- Embed equality, diversity and inclusion in teaching and learning
- Provide reasonable adjustments to ensure accessibility for all learners
- Ensure recruitment and selection are fair, open and free from bias
- Provide ongoing training for staff and tutors on equality and diversity
- Monitor practices to ensure compliance with the Equality Act 2010

Complaints and Whistleblowing

Any learner, parent, carer, staff member or contractor who feels they have been discriminated against may raise the issue through SPM's Complaints Policy (2025).

Concerns about discriminatory practice may also be raised under SPM's Whistleblowing Policy (2025), which includes routes to the Local Authority Designated Officer (LADO) or the NSPCC Whistleblowing Helpline (0800 028 0285).

Monitoring and Review

SPM will monitor equality and diversity through feedback, data and regular review of practice. This policy will be reviewed annually, or sooner if statutory guidance changes, to ensure it remains effective and relevant.

Conclusion

SPM Development Services Ltd is committed to building an inclusive culture where everyone can participate and thrive. By embedding equality and diversity in everything we do, we will ensure positive outcomes for learners, families, staff and commissioners.