

SPM Development Services Ltd

Equality, Diversity and Inclusion Policy

Reviewed and Updated: September 2026

Next Review: September 2027, or sooner if equality legislation or statutory guidance changes.

Approved by: Simon Piper-Masha

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

The Head of Centre has overall responsibility for ensuring that SPM complies with equality legislation and applies this policy across its provision.

All staff, self-employed tutors, mentors and contractors must follow this policy, challenge discriminatory behaviour and promote equality and inclusion in their work.

Learners, parents and carers are expected to communicate and engage respectfully with everyone involved in SPM provision.

Implementation

SPM will:

- Embed equality, diversity and inclusion within teaching, learning and support.
- Anticipate barriers that disabled people may experience and make reasonable adjustments to policies, practices, communication and delivery where required.
- Ensure recruitment, selection and allocation of work are fair and free from unlawful discrimination.
- Provide or signpost appropriate equality, diversity and inclusion guidance or training.
- Respond promptly to discrimination, harassment, sexual harassment or victimisation.
- Review its practices and available feedback to identify and address unfair or discriminatory outcomes.

Complaints and Whistleblowing

Any learner, parent, carer, staff member, tutor or contractor who believes they have experienced discrimination, harassment or unfair treatment may raise the matter through SPM's Complaints Policy and Procedure (2026).

Concerns about discriminatory practice or wrongdoing that the person reasonably believes to be in the public interest may be raised under SPM's Whistleblowing Policy (2026).

Any concern that also raises a safeguarding issue will be referred immediately to the Designated Safeguarding Lead and managed under SPM's Safeguarding and Child Protection Policy (2026).

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.