



EQUAL OPPORTUNITIES POLICY

Ember Learning Ltd

Document Reference:	EL-EOP-001
Date Adopted:	1 September 2026
Status:	Adopted

1. POLICY STATEMENT

Ember Learning Ltd, is committed to equality of opportunity in everything we do. We believe that every person — whether a student, mentee, teacher, mentor, commissioner, or member of staff — deserves to be treated with fairness, dignity, and respect, regardless of any protected characteristic.

This Policy applies to all aspects of our organisation: the recruitment and engagement of teachers and mentors, the commissioning of services, the delivery of sessions to students and mentees, and all internal management and governance activities.

Ember Learning recognises that the students we work with — young people and adults receiving alternative provision or mentoring, many of whom face significant disadvantage — are a group where equity of access and inclusive practice matter enormously. We are committed to ensuring that no student or mentee is disadvantaged in accessing our services, and that our delivery is sensitive to the diversity of backgrounds and needs within our student / mentee group.

2. SCOPE

This Policy applies to:

- All Company directors
- All self-employed teachers, mentors, and associates engaged by Ember Learning Ltd
- All students and mentees referred to Ember Learning by commissioning Local Authorities, Multi-Academy Trusts, schools, and private companies
- All commissioning organisations and their representatives
- Any person who interacts with Ember Learning in any professional capacity

3. LEGAL FRAMEWORK

This Policy reflects the requirements of the following legislation:

- The Equality Act 2010
- The Human Rights Act 1998
- The Children and Families Act 2014
- The Special Educational Needs and Disability Regulations 2014
- The Public Sector Equality Duty (where applicable by contract)

4. PROTECTED CHARACTERISTICS

Ember Learning Ltd will not discriminate — directly or indirectly — against any person on the grounds of any protected characteristic as defined by the Equality Act 2010. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

5. COMMITMENT TO STUDENTS

5.1 Ember Learning will ensure that no student or mentee is refused referral, placed at a disadvantage, or treated less favourably in the delivery of sessions on the basis of any protected characteristic.

5.2 Where a student has a disability or special educational need, Ember Learning will make reasonable adjustments to the delivery of sessions to ensure the student can access provision on an equal basis. Commissioning bodies (Local Authorities, Multi-Academy Trusts, schools, and private companies) are responsible for communicating relevant needs to Ember Learning at the point of referral.

5.3 Teachers and mentors are expected to adapt their approach to reflect the individual needs, backgrounds, and circumstances of the students and mentees they work with. This is not simply a matter of compliance — it is central to effective alternative provision.

5.4 Ember Learning will not tolerate any discriminatory language, conduct, or behaviour during sessions. Where such behaviour occurs — whether by a student, mentee, teacher, mentor, or any other person — it will be addressed promptly and in accordance with the Teacher and Mentor Behaviour Policy (EL-TMBP-001) and, where appropriate, referred to the commissioning body.

6. COMMITMENT TO TEACHERS, MENTORS, AND ASSOCIATES

6.1 All teachers, mentors, and associates will be recruited, selected, and engaged on the basis of their skills, experience, and suitability for the role. No person will be treated less favourably in the recruitment or engagement process on the basis of any protected characteristic.

6.2 Ember Learning is committed to creating an environment in which all associates feel respected and valued, and in which concerns about discriminatory conduct can be raised safely. Any teacher or mentor who believes they have experienced or witnessed discrimination should raise the matter with a Company Director immediately.

7. DISCRIMINATION, HARASSMENT, AND VICTIMISATION

Ember Learning Ltd will not tolerate:

- Direct discrimination: treating a person less favourably because of a protected characteristic
- Indirect discrimination: applying a provision, criterion, or practice that puts persons sharing a protected characteristic at a particular disadvantage
- Harassment: unwanted conduct related to a protected characteristic that has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment
- Victimisation: subjecting a person to a detriment because they have raised a concern or complaint under this Policy or under equality legislation

Any conduct falling within the above categories will be taken seriously and addressed promptly. Where a teacher or mentor engages in discriminatory conduct, this may result in termination of their agreement and, where appropriate, referral to the DBS or other statutory body.

8. INCLUSIVE DELIVERY

Ember Learning will ensure that:

- Session materials and resources are free from stereotyping, bias, or content that disadvantages any group
- Teachers and mentors receive training and guidance on inclusive practice and cultural sensitivity as part of mandatory onboarding
- The Company is responsive to feedback from commissioning bodies about the cultural, linguistic, or individual needs of referred students and mentees

- Where a student or mentee requires communication adjustments (for example, due to a language barrier or communication need), Ember Learning will work with the commissioning body to put appropriate support in place

9. COMPLAINTS

Any person who believes they have been subjected to discrimination, harassment, or victimisation in connection with Ember Learning should raise the matter promptly. Complaints from commissioning bodies, students, or mentees should be submitted through the Complaints Procedure (EL-CP-001). Internal concerns raised by teachers or mentors should be directed to the Company Director.

All complaints will be investigated promptly and fairly. No person will be disadvantaged for raising a concern in good faith.

10. MONITORING AND REVIEW

The Company Director is responsible for ensuring this Policy is implemented effectively and reviewed annually. The Policy will be updated as required to reflect changes in legislation, guidance, or operational practice.

Policy Owner:	Jack Bradley, Director & Designated Safeguarding Lead
Date Adopted:	1 September 2026
Next Review Due:	1 September 2027 (or earlier if a trigger event occurs)
Approved by:	Jack Bradley, Director, 1 September 2026