



Equality, Diversity and Inclusion Policy

INTRODUCTION

Summit Groomer Training Group is focused upon developing a supportive and inclusive working and learning environment which is free from discrimination, where there is mutual respect and equality for all, and where differences are celebrated and respected.

The Equality, Diversity, and Inclusion (EDI) policy is set within the context of Summit Groomer Training Group's mission, values, behaviours, and strategic priorities.

PURPOSE

The EDI Policy sets out the requirements and responsibilities of Summit Groomer Training Group for ensuring and advancing, equality for all members of our community in accordance with the Equality Act 2010 and the Public Sector Equality Duty 2011.

The policy promotes positive attitudes to inclusivity and diversity to create an environment where all can participate and fulfil their potential. It seeks to ensure that no person is treated less favourably or unfavourably on the grounds of any of the protected characteristics.

SCOPE

The policy covers all aspects of provision and applies to all learners, staff, and visitors and those contracted to work at, or for, the group including sub-contractors and employers.

KEY RESPONSIBILITIES

A number of groups and individuals have a key role in the development effective and timely implementation of this policy:

ALL MANAGERS ARE RESPONSIBLE FOR ENSURING:

- The staff has a clear understanding of our approach to EDI, identifying staff development as necessary.
- Bullying, harassment, and discrimination are effectively tackled.
- EDI is embedded in all activities.

ALL STAFF

Have a responsibility to give full and active support for the EDI policy by ensuring:

- The policy is understood and implemented.
- Everyone is treated with respect, courtesy, and dignity.
- Behaviour not in accordance with the EDI Policy is challenged and acted upon.

GENERAL PRINCIPLES

Summit Groomer Training Group is committed to providing outstanding experiences to all learners and stakeholders. To achieve this aim, EDI must be embedded in our culture. EDI priorities are therefore aligned with, and underpin, our strategic and operational planning at all levels.

Summit Groomer Training Group believes that the diversity of its community is one of its most valuable assets. Treating people fairly, with dignity and respect, with an equal right to participate in society, to develop and achieve their full potential, is right and makes good business sense.

We will comply with our legal responsibilities in carrying out both the general and specific public sector responsibilities.

We will conduct Equality Impact Assessments on proposed service changes and policies, as a means of identifying any adverse impact and exploring possible solutions to mitigate these.

Summit Groomer Training Group will conduct timely monitoring of all aspects of staff. Data is monitored to ensure services and activities are appropriate, sensitive, and meet individual needs. The organisation will take measures to protect personal and personal sensitive data, including limiting access and where possible anonymising data taking due regard of data protection principles.

We will make adjustments for staff in accordance with identified needs wherever possible and reasonable.

Summit Groomer Training Group committed to the development and delivery of a range of training opportunities for staff, in addition to a range of resources to support understanding of individual responsibilities.

We are committed to eliminating discrimination by challenging inequality, prejudice, and discrimination whether direct, indirect, by association or by perception.

COMMUNICATION

We aim to ensure that this policy is fully effective and that all members of our community are committed to it.

We will increase staff and student awareness of EDI through a range of activities, meetings, workshops, and training sessions. EDI will play a key feature in course reviews and self-assessment.

IMPACT MEASURES

This policy will be fully implemented when:

- All members of our community actively and effectively promote equality, diversity, and inclusion as a result of effective training and development.
- Data is monitored and leads to relevant actions with participation and achievement gaps narrowing.
- Employee, Employer, and learner surveys indicate a positive EDI culture.