

Equality and Diversity Policy

Policy Ref	Version	Date Issued	Review Date
T8-POL-001	1.0	June 2026	June 2027

1. Policy Statement

T8 Learning and Development Ltd is committed to promoting equality, valuing diversity, and challenging discrimination in all its forms. We believe that every learner, member of staff, and stakeholder deserves to be treated with dignity and respect, regardless of their background or personal characteristics.

This policy applies to all activities carried out by T8 Learning and Development Ltd, including the recruitment of learners, the delivery of training, assessment practices, and all employment matters.

2. Scope

This policy applies to:

- All learners registered with T8 Learning and Development Ltd
- All employees, contractors, and associates
- Employers, partners, and external stakeholders
- All training delivery locations and online environments

3. Legal Framework

T8 Learning and Development Ltd will comply fully with the requirements of:

- The Equality Act 2010
- The Human Rights Act 1998
- The Special Educational Needs and Disability Act 2001
- All relevant Ofqual regulatory requirements

4. Protected Characteristics

We will not discriminate, either directly or indirectly, on the grounds of any protected characteristic as defined by the Equality Act 2010, including:

- Age
- Disability

- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, and national origin
- Religion or belief
- Sex
- Sexual orientation

5. Our Commitments

5.1 Learners

T8 Learning and Development Ltd will:

- Ensure all learners have equal access to training, assessment, and certification
- Make reasonable adjustments to support learners with disabilities or additional learning needs
- Provide materials and resources that reflect diverse communities and promote inclusivity
- Actively challenge stereotyping, prejudice, and discriminatory behaviour

5.2 Assessment

All assessment activities will be conducted fairly and without bias. Reasonable adjustments and special consideration will be made available to learners who require additional support, in line with the relevant awarding body requirements.

5.3 Staff and Associates

T8 Learning and Development Ltd will recruit, train, and manage all staff and associates fairly and on the basis of merit, ensuring no individual is disadvantaged due to a protected characteristic.

6. Responsibilities

The Director of T8 Learning and Development Ltd (Darren Tate) holds overall responsibility for the implementation and monitoring of this policy. All staff and associates are expected to actively support equality and diversity in all their interactions.

7. Reporting and Complaints

Any learner or member of staff who believes they have been subjected to discrimination, harassment, or victimisation should report this to the Director without delay. All complaints will be investigated promptly and fairly in accordance with the T8 Complaints Policy (T8-POL-006).

8. Monitoring and Review

This policy will be reviewed annually, or sooner if there are relevant changes to legislation or awarding body requirements. T8 Learning and Development Ltd will monitor the diversity of its learners and staff to ensure this policy is effective in practice.

9. Sign-off

Approved by	Position	Date
Darren Tate	Director / Lead Trainer	June 2026