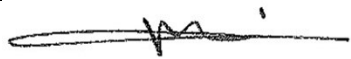


The Mantra Group Equality, Diversity and Inclusion Policy

Policy Owner	Quality Team
Policy Status	LIVE
Policy Version	Version 1
Approved by	D Hewitt
Approval Date	2 nd Jan-25
Review Date	2 nd Jan 26
Distribution	All Staff
Signed Mark Currie, Chief Executive	

A) INTRODUCTION

The Mantra Learning Group is committed to practicing and promoting equality of opportunity, widening participation and the treatment of all individuals with fairness and respect. Mantra is committed to ensuring all practices are inclusive.

The requirements set out in this policy must be considered throughout all interactions with learners including recruitment and training and also through engagement with employees, employers, and visitors to The Mantra Learning Group.

The Mantra Learning Group welcomes inclusion and diversity in the workplace and encourages the progress and advancement of all learners, employees, and employers irrespective of race, colour, nationality, ethnic or national origin, sex, marital status, gender reassignment, sexual orientation, religion or belief, disability, age, pregnancy and maternity.

The Mantra Learning Group is committed to providing an environment that supports the inclusion of all learners, including those learners that may have additional special needs. Learners with a significant learning difficulty or disability that hinders them from full use of resources will be supported by The Mantra Learning Group or additional support agencies.

We will: -

- Help all individuals to understand their responsibilities and rights for equal opportunities through training, discussion, and information.
- Promote equality of opportunity throughout recruitment, selection, promotion, training, and development.
- Assess employers to measure their attitudes and actions to promote equality and diversity and widen participation.
- Promote equality and diversity through marketing materials and in our dealings with employers, providers, and suppliers.
- Promote fair and consistent practices and behaviour for learners, employers, and employees.
- Provide facilities and services that overcome barriers to learning and development.
- Investigate any issues raised by learners or employees under our grievance procedure.
- Review and monitor equality and diversity issues at local and national level.
- Regularly review policies to ensure that they meet our legal obligations.
- Provide a code of conduct that outlines the way all employees, learners and employers should adhere to when on The Mantra Learning Group premises and in the delivery of provision elsewhere, and,
- Provide information, advice and guidance to signpost employees, learners, and employers to appropriate additional support agencies if required.

All employees, learners and work placements have a personal responsibility to uphold the ideals of this policy by ensuring that their behaviour is appropriate, fair and respectful.

B) THE MANTRA LEARNING GROUP COMMITMENT

The Mantra Learning Group is committed to eliminating discrimination and encouraging diversity and inclusion amongst our workforce and visitors to Mantra Learning sites. Our aim is that our workforce will be truly representative of all sections of society and each employee, learner, employer, and visitor feels respected and able to give their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment, learners, and visitors not to discriminate because of race, colour, nationality, ethnic or national origin, sex, marital status, gender reassignment, sexual orientation, religion or belief, disability, age, pregnancy, or maternity.

The Mantra Learning Group opposes all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time, or temporary, learners and visitors to all sites, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit, will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the organisation.

The Mantra Learning Group expects all subcontractors delivering a service to all employers and learners to follow the commitment within this policy. Policies, processes and training will be reviewed with all subcontractors prior to delivery contracts being awarded to ensure all subcontractors understand and have the correct policies and procedures in place.

The Mantra Learning Group commitment:

- To create an environment in which individual differences and the contribution of all our employees, learners, employers, and visitors are recognized and valued.
- Every person is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All learners are entitled to access fair assessments within the qualification they are undertaking.
- Make reasonable adjustments to support employees, learners, employers, and visitors on site.
- Equality in the workplace is good management practice and makes sound business sense.
- The Mantra Learning Group will review all its employment practices and procedure to ensure fairness.
- Fully investigate any discrimination concerns.
- The policy is fully supported by senior management.
- The policy is monitored and reviewed at least annually.
- Ensure all subcontractors working under a Mantra Learning Group contract have policies and processes in place to promote all commitments outlined in this policy.

C) TRAINING AND IMPLEMENTATION

Training, promotion, and implementation of this policy will be delivered to employees, employers, and learners through induction into employment or training with The Mantra Learning Group. The policy will be available to view in the staff policy area for employees.

Training, development, and progression opportunities are available to all staff. Training will be provided to all staff at least annually.

The Mantra Learning Group expects all subcontractors to deliver training to their employees at least annually on Equality and Diversity. This will be reviewed during due diligence activities and when required.

D) REPORTING

Should any employee feel that this policy is not being adhered to, they must raise their concerns to the HR department by emailing HR@mantralearning.co.uk.

Should a learner, subcontractor, employer or visitor feel that this policy is not being adhered to, they must raise their concerns to the quality department by emailing feedback@mantralearning.co.uk.

All breaches to this policy will be taken seriously and dealt with in accordance with The Mantra Learning Group associated and relevant policies.

E) CONTRAVENTION OF THIS POLICY

Failure to comply with any of the requirements of this policy is a disciplinary offence and may result in disciplinary action being taken under The Mantra Learning Group disciplinary procedure.