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## **GoWise Learning - Equality & Diversity Policy**

**Approved by:** Anamaria Blanaru, GoWise Learning CEO & Founder

**Last reviewed:** November, 2025

**Next review:** November 2026

### **1. Our Statement of Intent**

At GoWise Learning, we believe that every child and young person — regardless of age, background, ability or circumstance — deserves the opportunity to learn, grow and flourish in an environment where they are seen, valued and respected.

We are committed to promoting equality of opportunity, celebrating diversity and actively challenging discrimination. We recognize that true inclusion is more than tolerance — it is about creating spaces where all learners feel safe, respected and able to participate fully.

### **2. Why This Matters**

- The law requires us to fulfil our duties under legislation such as the Equality Act 2010 — including eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations.
- Children and young people thrive when they feel confident and included, especially those with special educational needs and disabilities (SEND) or social, emotional and mental health (SEMH) needs.
- Embedding equality and diversity into our service is part of delivering good practice in education and safeguarding.

### **3. Our Approach**

We will:

- Treat every individual with dignity and respect — recognizing each person's uniqueness and strengths.
- Ensure our policies, procedures and day-to-day practices reflect our commitment to inclusion.
- Remove or reduce barriers to participation, involvement and achievement.
- Provide learning opportunities and resources that reflect diverse cultures, experiences and perspectives.
- Monitor progress and challenge any behaviours, attitudes or practices that undermine equality and inclusion.

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#### **4. Scope**

This policy applies to everyone involved in GoWise Learning: tutors, staff, volunteers, children and young people, parents and carers, and any individuals working on our behalf, whether in person or online.

#### **5. What We Mean by Equality & Diversity**

Equality means ensuring that individuals or groups are not treated less favorably because of their protected characteristics, and that we actively advance opportunities for all.

Diversity recognizes, respects and values differences — including but not limited to age, race, disability, gender identity, sexual orientation, religion, culture, neuro-diversity and communication style.

Inclusion means making sure that everyone is able to participate fully, feel safe and reach their potential without being excluded or overlooked.

#### **6. Our Commitments in Practice**

- Access and participation: We aim to ensure that all learners have equal access to our sessions, resources and support — including reasonable adjustments for those with SEND or SEMH.
- Representation and voice: Materials, activities and communications will reflect a broad range of identities and lived-experiences. Learners will have opportunities to express their voices and influence what we do.
- Safe environment: We promote an environment free from discrimination, harassment and bullying — whether in person or online. Any such incidents will be dealt with promptly, fairly and transparently.
- Professional responsibility: Tutors and staff demonstrate inclusive practice, listen to the needs of learners, adapt their approaches, and attend training to stay aware of equality, diversity and inclusion issues.
- Partnership with families and schools: We work collaboratively with parents, carers and partner schools to ensure consistency of messages around respect, diversity and belonging.

#### **7. Specific Considerations**

- SEND & SEMH: We recognize that learners with additional needs require more tailored support. We commit to working flexibly, using appropriate communication methods, and ensuring that these learners feel understood and safe.



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- Cultural, religious and linguistic diversity: We respect different cultural backgrounds, faiths, belief systems and languages. Where possible, we provide accessible resources and support.

- Online inclusion: Our digital sessions reflect the same values of equality and diversity as face-to-face interactions. We monitor access, adapt platforms where needed, and ensure learners with additional needs are supported.

### **8. Monitoring, Reporting & Continuous Improvement**

We will regularly review our equality and diversity performance by:

- Collecting and analyzing data on participation, outcomes and feedback from learners, families and staff.
- Reviewing policies, resources and training to ensure they remain relevant and inclusive.
- Setting and reviewing equality objectives that reflect our context and priorities.
- Encouraging feedback, listening to voices from diverse communities, and acting on what we learn.

### **9. How to Raise a Concern**

If you believe that you or someone you know has experienced unequal treatment, discrimination or exclusion within GoWise Learning, please speak to our Designated Safeguarding Lead. We take all concerns seriously and will respond sensitively.

### **10. Review and Governance**

This policy will be reviewed annually (or sooner if required due to changes in legislation or organizational need). The CEO of GoWise Learning approves all updates and communicates changes to all tutors, staff, learners and families.