Supply & Demand consultancy Ltd

Equality, Diversity and Inclusion Policy

Reviewed: September 2025
Next Review: September 2026

Policy Statement

Supply & Demand consultancy Ltd is committed to creating an inclusive environment where everyone is treated with fairness, dignity, and respect. We celebrate diversity and value the contributions of all pupils, staff, and parents. We aim to eliminate discrimination, advance equality of opportunity, and foster good relations between people of all backgrounds, in accordance with the Equality Act 2010

Purpose and Scope

This policy sets out Supply & Demand Consultancy Ltd's commitment to promoting equality, diversity and inclusion across all areas of our work, including:

- Staff, teachers and contractors.
- Parents, carers and commissioners
- Pupils, including those with Education Health and Care plans and those educated outside of a school setting EOTAS
- Employment and recruitment

Legal Framework

This policy is underpinned by the following legislation and guidance:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Human Rights Act 1998
- Special Educational Needs and Disability (SEND) Code of Practice 2015
- Keeping Children Safe in Education (KCSIE 2025)

Our Commitments

Supply & Demand Consultancy Ltd will:

- Treat all individuals with respect and dignity.
- Provide a learning and working environment free from discrimination, harassment, and victimisation.
- Actively promote equality of opportunity for all pupils and staff.
- Celebrate diversity and foster mutual understanding.
- Take positive action to address disadvantage where it exists.
- Challenge prejudice, bias, and stereotyping.
- Ensure policies and practices are fair, inclusive, and accessible.

Protected Characteristics

Under the Equality Act 2010, it is unlawful to discriminate against anyone based on the following *protected characteristics*:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

We are committed to ensuring that all individuals with these characteristics are protected from unfair treatment in education and employment

Roles and Responsibilities

Supply & Demand will:

- Ensure that Supply & Demand Consultancy Ltd meets its statutory duties under the Equality Act.
- Monitor equality objectives and progress annually.
- Promote a culture of inclusion and respect
- Implement this policy and promote equality in all strategic and operational decisions
- Ensure staff receive appropriate training on equality, diversity, and inclusion.
- Monitor data on achievement, attendance, recruitment, and representation.

Staff, Teachers, Volunteers, Contractors

- Uphold and promote the principles of equality and inclusion.
- Challenge discriminatory behaviour and language.
- Support pupils and colleagues to feel safe and valued.

Pupils and Student

- Treat others with respect and kindness.
- Report any instances of bullying, discrimination, or unfair treatment
- Participate in activities that promote equality and understanding

Performance

Supply and Demand consultancy Ltd will:

- Ensure recruitment and selection processes are fair, transparent, and based on merit.
- will make reasonable adjustments to ensure accessibility for all pupils and staff
- Provide a broad and balanced curriculum that reflects and respects diverse backgrounds and experiences
- Promote inclusive teaching practices that enable all pupils to achieve their potential.
- Encourage discussion and understanding of equality, identity, and human rights.
- Staff will receive regular training on equality, diversity, and inclusion as part of induction and ongoing professional development.

Complaints

Any form of discrimination, bullying, harassment, or victimisation is unacceptable. Any pupil, parent, carer, staff, teacher and contractor who feels they have been discriminated against may raise a complaint through Supply & Demand's compliant policy or Supply and Demand's Whistleblowing policy and will be dealt with promptly in line with

- Complaints policy
- Code of Conduct
- Whistleblowing policy

Incidents will be recorded, investigated, and monitored to identify patterns and ensure appropriate action is taken.

Monitoring and Evaluation

We will:

- Collect and analyse data on pupil progress, exclusions, and participation.
- Review this policy and equality objectives annually or sooner if stator guidance changes.

Contact

info@supply-demand.co.uk
Tel: 020 8466 7946
Office 5 Willow Walk Business Centre, Willow Walk, Orpington BR6 7AA