

## Equality, Diversity and Inclusion

We believe that every student deserves equal access to high-quality careers education, advice and opportunities. Our careers programme actively promotes equality, diversity and inclusion (EDI) so that students from all backgrounds can explore ambitious futures and feel confident about their next steps.

We work in line with:

The Equality Act 2010

The Gatsby Benchmarks

DfE Careers Guidance

Ofsted's Personal Development framework

What Do We Mean by EDI?

- Equality – everyone has the same rights and opportunities
- Diversity – valuing differences between people
- Inclusion – making sure everyone feels welcome, supported and represented
- Protected Characteristics & Careers Support
- Disability (including SEND & neurodiversity)

We support students with disabilities and additional needs to access careers education, guidance and pathways that reflect their strengths and aspirations.

Useful links:

National Careers Service – Disability support

<https://nationalcareers.service.gov.uk/careers-advice/careers-with-a-disability>

Scope – Disability and work

<https://www.scope.org.uk/advice-and-support/work>

Amazing Apprenticeships – SEND resources

<https://amazingapprenticeships.com/resources/send/>

## Sex (Gender Equality)

We challenge stereotypes and promote all careers to all students, regardless of gender.

Useful links:

WISE – Girls and women into STEM

<https://www.wisecampaign.org.uk>

STEMettes

<https://www.stemettes.org>

NHS Careers – Men and women in all roles

<https://www.healthcareers.nhs.uk>

## Gender Reassignment

We promote respectful, inclusive workplaces and ensure students understand their rights and protections.

Useful links:

Stonewall – Careers and work guidance

<https://www.stonewall.org.uk/help-advice/workplace>

Trans in the City

<https://www.transinthecity.co.uk>

National Careers Service – workplace rights

<https://nationalcareers.service.gov.uk/careers-advice>

Sexual Orientation

We support LGBTQ+ students by promoting inclusive employers and safe career pathways.

Useful links:

Stonewall – LGBTQ+ inclusive employers

<https://www.stonewall.org.uk/resources/top-100-employers>

Civil Service careers – Inclusion and diversity

<https://www.civil-service-careers.gov.uk>

Race & Ethnicity

We promote representation, aspiration and access to opportunities for students from all ethnic backgrounds.

Useful links:

Making The Leap – Raising aspirations

<https://makingtheleap.org.uk>

Black Training and Enterprise Group

<https://www.bteg.co.uk>

National Careers Service

<https://nationalcareers.service.gov.uk>

Religion or Belief

We respect religious and cultural identity and help students understand their rights and workplace expectations.

Useful links:

ACAS – Religion or belief at work

<https://www.acas.org.uk/religion-or-belief>

National Careers Service – employee rights

<https://nationalcareers.service.gov.uk/careers-advice>

Pregnancy & Maternity

We provide sensitive, age-appropriate guidance and ensure students know that education and career pathways remain open.

Useful links:

ACAS – Pregnancy and maternity rights

<https://www.acas.org.uk/pregnancy-and-maternity>

National Careers Service

<https://nationalcareers.service.gov.uk>

Marriage & Civil Partnership

We ensure students understand equality, respect and protection from discrimination in the workplace.

Useful links:

ACAS – Discrimination at work

<https://www.acas.org.uk/discrimination-and-the-law>

## Socio-Economic Inclusion

(Not a protected characteristic, but a key focus of our careers programme)

We promote accessible pathways such as apprenticeships, T Levels and local employment opportunities.

Useful links:

National Careers Service

<https://nationalcareers.service.gov.uk>

Amazing Apprenticeships

<https://amazingapprenticeships.com>

The Careers & Enterprise Company

<https://www.careersandenterprise.co.uk>

## How We Promote Inclusive Careers

- Impartial careers guidance for all students
- Inclusive work experience opportunities
- Diverse role models and employers
- Challenge to stereotypes and bias
- SEND-inclusive support and adjustments
- Clear information about rights and protections
- Our Careers Promise to Students

Your background, identity or circumstances will never limit your ambitions. We will support you to explore careers that reflect your interests, strengths and values.