

ILLUMIN ACADEMY

Diversity and Equality Policy- V1.0

1. Purpose

This policy outlines Illumin Academy's commitment to promoting diversity, equality, and inclusion across all aspects of its operations. It applies to anyone who interacts with the Academy, including learners, staff, partners, visitors, and contractors. Illumin Academy is committed to creating a safe, inclusive, and respectful environment where everyone is treated fairly and without discrimination.

2. What This Policy Covers

Illumin Academy upholds the principles of equality and diversity with regard to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

These principles apply to all interactions within the Academy including recruitment, teaching, assessment, and service delivery.

3. Who This Policy Applies To

This policy is applicable to:

- All current and prospective learners
 - All members of staff, contractors, and visiting professionals
 - Awarding bodies and partner organisations
 - Any individuals interacting with Illumin Academy in a professional or educational capacity
- Illumin Academy expects all individuals to treat each other with dignity and respect, and to contribute to a positive and inclusive environment.



4. How to Raise a Concern

Any individual who believes they have been subjected to or witnessed discriminatory behaviour or unfair treatment is encouraged to raise a concern. Concerns can be raised by:

- Speaking with a tutor, line manager, or designated safeguarding officer
- Submitting a written concern to info@illuminacademy.com

All concerns will be handled sensitively and in confidence. Investigations will be carried out fairly, and appropriate actions will be taken where necessary.

5. Policy Review

This policy will be reviewed annually or in response to legal or organisational changes to ensure ongoing compliance with the Equality Act 2010 and other relevant regulations.

Contact Information:

Equality and Diversity Officer

Email: info@illuminacademy.com

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