

Equality, Diversity & Inclusion (EDI) Policy

Date: 31/08/2021

Reviewed: 01/09/2025

Next Review Due: 01/09/2030

Policy Owner: Marc Truyens

1. Purpose

This policy sets out Marc Truyens's commitment to promoting equality, diversity, and inclusion in all aspects of career coaching and guidance delivered to students, school staff, and partners.

The aim is to ensure that every young person has **fair and equitable access** to high-quality careers education, information, advice, and guidance (CEIAG), free from discrimination, bias, or stereotyping.

2. Legal and Ethical Framework

This policy is guided by the principles and requirements of:

- The **Equality Act 2010**
- The **Human Rights Act 1998**
- The **Public Sector Equality Duty (PSED)** under the Equality Act
- *Keeping Children Safe in Education (KCSIE)*
- The **Gatsby Benchmarks** and national CEIAG quality standards

Marc Truyens upholds these principles through inclusive practice, safeguarding awareness, and professional integrity.

3. Policy Statement

Marc Truyens believes that diversity enriches the learning environment and that every student — regardless of background, identity, or circumstance — should be supported to reach their full potential.

No person will be treated less favourably or disadvantaged because of their:

- Age
- Disability

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

To:

1. Provide an inclusive, non-judgmental, and supportive environment for all students.
 2. Challenge stereotypes and unconscious bias in careers education and guidance.
 3. Ensure information, materials, and resources are representative, accessible, and inclusive.
 4. Adapt delivery and communication to meet individual needs (e.g. SEND, EAL, cultural or accessibility requirements).
 5. Collaborate with schools to promote equality and celebrate diversity within their CEIAG programmes.
 6. Maintain awareness of personal bias and undertake relevant EDI or safeguarding training.
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5. Implementation

- **Service Design:** Activities and resources are designed to be inclusive and to reflect diverse career pathways, role models, and industries.
 - **Delivery:** Sessions will be tailored where possible to accommodate students with additional needs, using appropriate communication or assistive methods.
 - **Partnership:** Work in cooperation with schools' own Equality and Diversity policies to ensure consistency.
 - **Monitoring:** Gather feedback from schools and students to identify barriers to participation and continually improve inclusive practice.
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6. Responsibilities

- **Marc Tuyens** is responsible for implementing this policy in all work with schools and students.
 - Schools are responsible for ensuring a safe, inclusive learning environment and sharing relevant information about students' needs (with consent).
 - Any partners, associates, or subcontractors engaged by Marc Tuyens are expected to uphold the same EDI standards.
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7. Training and Development

Marc Tuyens is committed to maintaining up-to-date knowledge and awareness of equality, diversity, and inclusion through:

- Regular professional development;
 - Engagement with CEIAG best practice; and
 - Reflection on personal practice and bias.
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8. Breaches of Policy

Any concerns or breaches of this policy will be taken seriously and managed in line with the **Complaints Policy** or, where appropriate, the school's procedures.

Discriminatory behaviour or language will not be tolerated and will be addressed immediately.

9. Review and Monitoring

This policy will be reviewed annually, or earlier if required by changes in legislation or professional standards.

Feedback from schools and students will be used to ensure it remains relevant and effective.

Signed: Marc Tuyens

Name: Marc Tuyens

Date: 31/08/2021

