ISSUED BY: AO Director Caroline Walton	Awarding Organisation Policies and Procedures	**ISSUE DATE:** September 2026 **REVIEW DATE:** September 2027
	Equality & Diversity Policy	**ISSUE:** V7

Scope and Purpose

Explosive Learning Solutions (ELS) Ltd is committed to encouraging diversity amongst our workforce, apprentices, training providers and customers, and ensuring discrimination never occurs within the company's practices.

This policy is aimed at employees, learners, training providers and customers who are using ELS products and services.

This policy describes the application of the principles of diversity and equality.

This policy is to set out ELS's commitment to ensuring we adhere to the legislation and requirements from the Equality Act 2010.

ELS supports the principle of equal opportunity and opposes unlawful and unfair discrimination on the grounds of the 9 protected characteristics, which are as follows; 'Age, Pregnancy and Maternity, Sex, Disability, Marriage and Civil Partnerships, Race, Religion or Belief, Gender Reassignment and Sexual Orientation'.

Further information is available at the website of The Government Equalities Office www.equalities.gov.uk.

Aims

ELS ensures diversity and equality are promoted, both in the development of our products and in access to those products and services, and that unlawful or unfair discrimination, whether direct or indirect, is eliminated.

As an awarding organisation, ELS ensures that:

- All employees, whether part-time, full-time, temporary or apprentices, are treated fairly and with respect.
- We are committed to following the legislation and requirements of Section 96 of the Equality Act 2010 for all apprentices.
- Every employee is entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment is tolerated.
- We create an environment in which individual differences and the contributions of all.
- Training, development, and progression opportunities are available to all staff.
- All our processes will ensure fair assessment for all apprentices.
- Equality in the workplace is ensured, which is good management practice and makes sound business sense.
- Entry requirements, content and assessment demand of our products and services are appropriate to the knowledge, understanding and skills specified and do not act as unnecessary barriers to achievement.
- Selection for employment, promotion, training or any other benefit will be based on aptitude and ability.
- The widest possible diversity of apprentices can access the content of our products and services, regarding apprenticeship assessment.
- All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
- The language we use in our materials is clear, free from bias and appropriate to the target group**.**
- All employment practices and procedures will be reviewed regularly to ensure fairness.
- The commitment of staff, apprentices, training providers and customers is recognised and valued.

Policy Awareness

ELS require all customers and associates to confirm that they understand the requirements set out in this policy.

ELS also require all employees, including part-time and contracted staff, to have understood the requirements set out in this policy.

Breaches

Breaches of the Equality Policy are regarded as misconduct and could lead to disciplinary proceedings.

To report a breach of this policy, please contact us on 01235 861805 or email assessments@explosivelearningsolutions.com

Review and Version Control

ELS is committed to ensuring all policy documentation is subject to document control and reviewed annually.

RELATED DOCUMENTS: -	**APPROVED BY: -** Caroline Walton, AO Director