

School To Medic Ltd – Equality & Diversity Policy

Last updated: 1 September 2026

1. Purpose

At **School To Medic Ltd**, we are committed to creating an inclusive, respectful and supportive learning environment for every Student.

We recognise and value diversity and aim to ensure that no Student, Parent/Guardian or Tutor is unfairly treated or disadvantaged because of a protected characteristic or personal circumstance.

We are committed to providing an environment in which everyone is treated with dignity, fairness and respect.

2. Legal Framework

This policy is guided by the principles of the **Equality Act 2010** and applicable UK equality legislation.

The Equality Act 2010 protects individuals from discrimination on the basis of the following protected characteristics:

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

School To Medic Ltd will take reasonable steps to ensure that its services, policies and practices are consistent with these principles.

3. Our Commitment

School To Medic Ltd is committed to:

- Providing Students with equal access to high-quality tutoring and mentoring services.
- Treating Students, Parents/Guardians and Tutors fairly, respectfully and with dignity.
- Recognising and respecting different learning styles, abilities, cultural backgrounds and individual circumstances.
- Providing reasonable adjustments, where reasonably possible and appropriate, to support Students with disabilities, SEND or other learning needs.
- Ensuring Tutors take reasonable account of relevant learning needs when planning and delivering lessons.
- Promoting an inclusive learning environment in which Students feel safe, respected and able to participate.
- Ensuring that discriminatory, abusive or inappropriate behaviour is not tolerated.
- Taking appropriate action where concerns regarding discrimination, harassment or unfair treatment are raised.

School To Medic Ltd recognises that Students may have different needs and circumstances and will seek, where reasonably practicable, to provide appropriate support while maintaining a fair and consistent approach.

4. Responsibilities

4.1 Tutor Responsibilities

All Tutors are expected to:

- Uphold this Equality & Diversity Policy during lessons and all interactions with Students, Parents/Guardians and colleagues.
- Treat all Students fairly and with dignity and respect.
- Avoid discriminatory language, behaviour or assumptions.
- Challenge or report discriminatory attitudes, comments or behaviours where appropriate.
- Take reasonable account of cultural sensitivities and individual learning needs when planning and delivering lessons.
- Make School To Medic Ltd aware of any reasonable adjustments that may be required to support a Student.
- Maintain an inclusive and respectful learning environment.

Tutors must not discriminate against or unfairly disadvantage a Student or Parent/Guardian because of a protected characteristic.

4.2 Parent/Guardian and Student Responsibilities

Parents/Guardians and Students are expected to:

- Treat Tutors, Students and School To Medic Ltd staff with dignity and respect.
- Respect the principles of equality and diversity.
- Refrain from discriminatory, abusive or harassing behaviour.
- Inform School To Medic Ltd of relevant learning needs, SEND, disability or other circumstances that may affect a Student's participation in lessons, where they wish appropriate support to be considered.
- Cooperate reasonably with any adjustments or arrangements put in place to support an inclusive learning environment.

4.3 School To Medic Ltd Responsibilities

School To Medic Ltd will:

- Provide appropriate safeguarding, equality and inclusivity guidance or resources to Tutors.
- Ensure that this policy is reviewed and updated where necessary.
- Seek to ensure that its policies and practices remain consistent with applicable UK legislation.
- Consider reasonable adjustments where appropriate and reasonably practicable.
- Respond appropriately to concerns or complaints relating to equality, diversity or discrimination.
- Take appropriate action where discriminatory behaviour or conduct is identified.

5. Discrimination and Unacceptable Behaviour

School To Medic Ltd does not tolerate discrimination, harassment, victimisation, bullying or other inappropriate behaviour towards Students, Parents/Guardians, Tutors or staff.

Concerns may relate to, but are not limited to:

- Direct discrimination;
- Indirect discrimination;
- Harassment;
- Victimisation;
- Discriminatory language or comments;
- Bullying or intimidation; or
- Unfair treatment based on a protected characteristic.

Where a concern is raised, School To Medic Ltd will consider the circumstances fairly and take appropriate action where necessary.

Serious or repeated discriminatory behaviour may constitute a breach of the relevant School To Medic Ltd agreement, Code of Conduct or other applicable policy and may result in appropriate disciplinary or contractual action.

6. Reasonable Adjustments

School To Medic Ltd recognises that some Students may require reasonable adjustments to access tutoring effectively.

Where a Student has a disability, SEND or other relevant learning need, School To Medic Ltd will consider reasonable adjustments where they are appropriate and reasonably practicable.

Examples may include:

- Adjustments to teaching methods or materials;
- Additional explanation or alternative ways of presenting information;
- Appropriate adjustments to lesson structure;
- Use of accessible learning materials; or
- Other reasonable measures that may support the Student's participation.

Parents/Guardians and Students are encouraged to inform School To Medic Ltd of relevant needs so that appropriate support can be considered.

The provision of an adjustment will depend on the individual circumstances, the nature of the request and what is reasonably practicable for School To Medic Ltd.

7. Complaints & Concerns

Any concerns relating to equality, diversity, discrimination or unfair treatment should be raised with School To Medic Ltd in accordance with the **Complaints Policy**.

Concerns should preferably be submitted in writing to:

Email: info@schooltomedic.co.uk

School To Medic Ltd will consider concerns fairly and confidentially and will take appropriate action where necessary.

Where a concern also raises a safeguarding issue, it will be dealt with in accordance with the **School To Medic Ltd Safeguarding Policy**.

8. Confidentiality

Information provided in connection with an equality or diversity concern will be handled appropriately and in accordance with the **School To Medic Ltd Privacy Policy** and applicable data protection legislation.

Information may be shared where necessary to investigate a concern, protect an individual's welfare, comply with legal obligations or otherwise where permitted by law.

9. Review

This policy will be reviewed **annually** or sooner where necessary, including following relevant changes to legislation, guidance or School To Medic Ltd's practices.

The latest version of this policy will be made available to relevant Students, Parents/Guardians and Tutors.

School To Medic Ltd – Company Details

School To Medic Ltd

Company Number: 17399317

Registered Office:

Suite 2
Parkway 5, Parkway Business Centre
300 Princess Road
Manchester
Greater Manchester
M14 7HR

Email: info@schooltomedic.co.uk

Website: <https://schooltomedic.co.uk/>