

Equality, Diversity and Inclusion (EDI) Policy

Introduction

Apex Learning is committed to promoting Equality, Diversity, and Inclusion (EDI) in all areas of its business activities, including the provision of online education. Apex Learning believes everyone has the right to be treated with dignity and respect. Our commitment to EDI is essential in ensuring that all our learners feel valued and respected.

Scope

This policy applies to all employees, learners, and stakeholders of Apex Learning, including contractors, suppliers, and visitors. Apex Learning is committed to ensuring that this policy is implemented and adhered to in all aspects of its operations.

Equality

Apex Learning believes that everyone should be treated equally, regardless of their race, ethnicity, gender, sexual orientation, age, religion, disability, or any other characteristics. Apex Learning is committed to providing a learning environment that is free from discrimination, harassment, and victimisation.

Diversity

Apex Learning recognises and values the diversity of our learners, employees, and stakeholders. It believes embracing diversity is essential in creating a positive and inclusive learning environment that promotes creativity, innovation, and mutual respect.

Inclusion

Apex Learning is committed to creating an inclusive learning environment that welcomes and values the contributions of all learners. It believes every individual has unique strengths and experiences that contribute to the richness of our learning community. Apex Learning is committed to providing an environment that supports and nurtures the individual needs of our learners.

Commitment to EDI

Apex Learning is committed to promoting EDI throughout all aspects of its operations. This includes:

- Recruitment and selection – Apex Learning will recruit and select employees and contractors based on their qualifications, skills, and experience, without discrimination.
- Learning and teaching – Apex Learning will provide a learning environment that is inclusive and free from discrimination, harassment and victimisation. Apex Learning will ensure that all learners are treated equally and given the opportunity to reach their full potential.

- Communications – Apex Learning will communicate in a way that is inclusive and accessible to all. It will ensure that our communications are free from discriminatory language and promote equality and diversity.

Implementation

Apex Learning will implement this policy through the following actions:

- Providing training and support to employees and contractors on EDI issues, including unconscious bias training and cultural awareness training.
- Developing and implementing an EDI action plan that sets out specific actions and targets for improving EDI throughout the organisation.
- Providing accessible resources and support to learners who require additional assistance to achieve their learning goals.
- Encouraging and promoting the participation of learners from diverse backgrounds in all our courses and programs.
- Ensuring that our online learning platform is accessible and inclusive to learners with disabilities or special needs.
- Providing regular feedback to employees, contractors, and learners on EDI issues and progress towards achieving our EDI goals.
- Building and maintaining partnerships with organisations that share our commitment to EDI.

Conclusion

Apex Learning is committed to promoting EDI in all aspects of its operations. It believes that creating an inclusive learning environment is essential in ensuring all learners reach their full potential. It is committed to providing an environment that is free from discrimination, harassment, and victimisation and promoting a culture of respect and inclusion throughout the organisation.