

NUDGE EDUCATION

Equality, Diversity & Inclusion Policy

Date: December 2025

Review date: December 2026

1. Why this matters to us

At Nudge Education, we work with some of the most vulnerable and disengaged children in the UK. To do this well, we must make sure that every person who works with or for Nudge — from staff and associates to partners and commissioners — understands their responsibility to support **equality, diversity and inclusion**.

This policy helps us:

- Meet our legal duties under the **Equality Act 2010** and related guidance.
- Create safe and supportive spaces for children, families, carers and professionals.
- Reflect our values of compassion, fairness and belonging in everything we do.

This policy should be read alongside our **Safeguarding Policy, Fair Assessment Policy**, and other key guidance.

2. Our promise

We are committed to making sure no child is left behind because of who they are or the barriers they face. This means:

- **Respecting every individual** – treating everyone with dignity, care and fairness.
- **Zero tolerance for discrimination or harassment** – we will act quickly and decisively if these occur.
- **Accessible support** – we remove barriers so that children and families can engage fully in education and life.
- **Inclusive culture** – our staff, associates and partners work in ways that value difference and build belonging.
- **Continuous learning** – we review our practice, listen to feedback, and adapt as the law and society change.

3. The law and recent changes

We follow the **Equality Act 2010**, which protects people from unfair treatment because of:

- Age
- Disability
- Gender reassignment
- Race or ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity

4. How we put this into practice

- **Working with children and families** – we design programmes around the individual, not a “one size fits all” model.
- **Recruitment and staffing** – we use fair and inclusive recruitment, monitoring our data to make sure opportunities are open to all.
- **Making adjustments** – we make reasonable changes to ensure children, staff and families can access what they need.
- **Culture** – we encourage open, honest conversations and embed inclusion in daily practice.
- **Accountability** – we monitor how we’re doing, learn from mistakes, and seek external advice when we need to.
- **Partnership** – we work with schools, carers, local authorities and other agencies to make sure inclusion is upheld across every child’s network.

5. Who this applies to

This policy is for:

- Children and young people we work with
- Parents, carers and foster carers
- Staff, associates, subcontractors and volunteers
- Commissioners, schools, local authorities and partner organisations

It will be available openly to anyone who works with or alongside Nudge Education, including regulators and awarding bodies.

6. Living our values

This policy is not just about rules. It is about creating a culture where everyone feels safe, valued and included.

By working together, listening to each other, and holding ourselves accountable, we can make sure Nudge Education is a place where:

- Children can thrive
- Families and carers feel supported
- Partners trust our approach
- Staff feel proud to belong

Together, we can build a fairer, more inclusive future in education — one child at a time.