

# COMMUNITY LEARNING AND SKILLS

## Equity, Diversity and Inclusion Statement

Community Learning and Skills (CLS) are committed to fostering an inclusive, equitable, respectful and learner centred environment where all individuals can thrive. Our approach is rooted in the principles of tolerance, understanding and respect for others, and aligns with the Equality Act 2010, the SEND Code of Practice, and the Public Sector Equality Duty.

Our vision of equity is one where we:

- Treat everyone with dignity and respect, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Ensure learners can easily access our services and take full advantage of learning opportunities, enabling them to engage fully and achieve their goals.
- Provide safe, inclusive and welcoming places to learn and work.
- Actively promote positive attitudes and good relations between people with different characteristics and backgrounds.
- Recognise that we all have a role to play in challenging discrimination, prejudice and unfair behaviour.
- Work together to embed inclusive practice across curriculum design, leadership and learner support.
- Take a graduated approach—assess, plan, do, review—to ensure timely and appropriate support for learners with additional needs.
- Celebrate diversity and challenge discrimination, stereotyping and marginalisation in all forms.
- Work in partnership with local communities and employers to promote inclusion and create opportunities for all.
- Remove barriers to participation, including those related to digital access, language and physical environment.
- Drawing on the diversity within our workforce to inspire excellence, strengthen collaboration and reflect our commitment to inclusion.

CLS is fully committed to Kent County Council's policy aims and objectives for Equity, Diversity and Inclusion. We contribute to these objectives through the way we work together and the services we offer, helping to make Kent a great county in which to live and work.

