



Equality and Diversity Policy

Cornerstone Learning CIC

1. Introduction

Cornerstone Learning CIC is committed to promoting equality, diversity, and inclusion in all aspects of its work. We strive to create an environment where everyone is valued, respected, and treated fairly, regardless of their background or personal characteristics.

This policy applies to all staff, volunteers, service users, children, parents, carers, trustees, and stakeholders involved in our organisation.

2. Legal Framework

This policy is guided by relevant UK legislation, including:

The Equality Act 2010, which protects individuals from discrimination based on protected characteristics:

Age

Disability

Gender reassignment

Marriage and civil partnership



Pregnancy and maternity

Race (including ethnicity and nationality)

Religion or belief

Sex

Sexual orientation

The Human Rights Act 1998

The Children and Families Act 2014

3. Our Commitment

Cornerstone Learning CIC is committed to:

Providing equal opportunities in recruitment, training, and service delivery.

Recognising and valuing diversity within our team and the families we support.



Creating an inclusive environment where everyone feels welcome, safe, and respected.

Challenging discrimination and addressing any incidents of bias, prejudice, or exclusion.

4. Implementation

4.1. Leadership and Accountability

Our leadership team ensures this policy is embedded in all aspects of our work.

We hold regular reviews to assess our progress in promoting equality and diversity.

4.2. Recruitment and Employment

We ensure fair and unbiased hiring practices.

Reasonable adjustments are made to support staff and volunteers with disabilities.

Staff are provided with training on equality, diversity, and inclusion.

4.3. Service Delivery



We adapt our services to meet the needs of all individuals, including those with disabilities and additional needs.

We use accessible communication methods to support all families.

We actively seek feedback from our service users to improve inclusivity.

4.4. Training and Awareness

Staff and volunteers receive training on equality and diversity.

We encourage open discussions about inclusion, discrimination, and unconscious bias.

4.5. Addressing Discrimination

Any form of discrimination, harassment, or victimisation is not tolerated.

Complaints are taken seriously and addressed promptly through our grievance procedure.

5. Monitoring and Review



This policy is reviewed annually to ensure it remains effective and compliant with legal requirements.

We encourage feedback from staff, service users, and stakeholders to improve our approach to equality and diversity.

6. Contact and Further Information

For any concerns, queries, or reports regarding equality and diversity, please contact

Cornerstone.learningcic@gmail.com