

Logical Training – Introduction to Equality, Diversity & Inclusion (EDI)

At Logical Training we recognise that your identity – who you are – drives all that you do. We know that how you feel affects how you study. We know that your race, gender, sexual orientation, age, neurodiversity, (dis) ability, faith, religion and beliefs empower you. We also know that world events, history, culture, perspective and experiences matter to you. We acknowledge that these can be emotive subjects, which need to be discussed.

We endeavour to ensure that your experience with Logical Training is inclusive and free from prejudice and discrimination and therefore strive to:

- Understand who our learners are and what motivates them
- Understand how our learners perform and what effects their performance
- Promote inclusion and remove barriers to learning
- Respond to discrimination and harassment in all its forms

Why we want to know about you!

Thank you for answering all those questions and providing your personal information. It all goes to help make things better. It tells us where to direct our resources and services; it shows if particular groups are not engaged and it ensures that we can meet your training needs. We can't change things without your help. We promise to keep your data safe and secure. See our **Privacy Policy** on our website for more information.

What is Equality, Diversity and Inclusion?

Equality

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability – Equality and Human Rights Commission (EHRC).

Diversity

Diversity includes all individuals by recognising that everyone has a range of visible and non-visible characteristics which make them unique. In contrast to equal opportunity, diversity is not about treating people equally but recognising and responding to different needs, experiences and aspirations and acting accordingly.

Inclusion

Inclusive training ensures that structures, practices, and attitudes facilitate the needs of all individuals and groups. Inclusion fosters a sense of belonging in which difference is respected and valued and everyone benefits from a supportive energy and commitment from others.

Did you know?

In Britain, the Equality Act 2010 and Human Rights Act 1998 protect you and ensure that you are able to live, work and study in an open and tolerant society. Respecting the values and beliefs of others is an important step towards community cohesion, personal and professional development.

At Logical Training and in the UK, you will be exposed to values and beliefs which may be different from your own. Responding in a respectful way is a true sign of professionalism and demonstrates a maturity, which will assist you in building a truly global perspective.

Our Approach

Equality, Diversity and Inclusion plays a key role in supporting our guiding principles through the promotion of our programmes, supporting retention, and fostering achievement for all. It is through mainstreaming Equality, Diversity and Inclusion with all our learners, stakeholders and partners that we will build a positive contribution to a fairer society. Our overall aim is to improve the experience and attainment for all.

We support, celebrate, and advocate for learners with protected characteristics, care-experienced learners, learners with caring responsibilities, and socially disadvantaged learners. We celebrate different cultures, ethnicities, and backgrounds. We want to have those difficult conversations about history, prejudice, and injustice. We promote events like Black History Month, International Women's Day, Disability and Mental Health week.

As a learner with Logical Training, we will open opportunities to provide you with additional in-depth information and guidance to understand the wider topic of Equality, Diversity & Inclusion throughout your training. Our values ensure that we learn through understanding and tolerance, with the ability to challenge divisive or radical threats to tolerance and respect.

If you feel that you are or have been discriminated against or have been treated unfairly due to your characteristics or circumstances, or just want to talk or find out more about any EDI related topic, please contact your tutor for guidance and support or contact the Logical Training Safeguarding Team on:

Designated Safeguarding Lead (Female): 0191 466 1614

Deputy Designated Safeguarding Lead (Male): 0191 466 1615

Safeguarding Contact Email: staysafe@logicaltraining.co.uk

Additional external support contacts for advice and guidance can be found in your Logical Training Learner Handbook.