



Equality, Diversity & Inclusion Policy



York Associates and English In York are committed to providing an inclusive environment where every student and staff member feels valued, respected, and supported. We celebrate the diversity of our international community and believe that a variety of backgrounds and perspectives enriches the learning experience. We maintain a zero-tolerance approach to any form of discrimination, harassment, or victimisation.

This policy is underpinned by the Equality Act 2010, which protects individuals from discrimination based on nine "protected characteristics":

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

This policy applies to:

- All staff: permanent, temporary, and freelance.
- All partners: clients, agents, group leaders, homestay providers, external service providers.
- All students: specifically acknowledging the additional needs of those aged under 18.
- All visitors and on-site contractors.

All Students (18+ and under 18)

- Admissions: no student will be denied entry based on a protected characteristic, provided we can safely meet their needs (for example regarding physical accessibility).
- Inclusive curriculum: materials will represent diverse cultures, family structures, and identities. We avoid stereotypes in our teaching resources.
- Disability & neurodiversity: we ensure the learning environment supports ADHD, dyslexia, or physical disabilities.



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- Freedom of expression: we encourage the open exchange of ideas and debate as part of language learning. However, this must be balanced with respect; "free speech" does not permit the use of hate speech or the belittling of others' identities.
- Social & leisure activities: we ensure that our social programme is inclusive. While some events may take place in venues that serve alcohol (for example British pub nights), we will always provide non-alcohol-centred alternatives to ensure students of all ages, faiths or personal choices feel included.
- Religious practice: we provide a designated quiet space for prayer and we will accommodate dietary requirements (no-pork, kosher, vegan) wherever possible in our homestay arrangements. If we provide on-site catering (for example snacks at breaks or lunchtimes) we ensure vegetarian/vegan, gluten free, and pork free options are available.
- Gender identity: we respect the right of students to be addressed by their preferred name and pronouns. We provide information on gender-neutral facilities.

Adult students

For our adult learners, we will foster a professional, mature environment that respects global diversity and personal autonomy.

- Respect for professional backgrounds: we recognise that our adult students may be professionals or university students. We foster a classroom environment where diverse professional experiences are respected and utilised as a learning resource.
- Accommodation & privacy: adult students have a right to privacy. We offer housing options to accommodate different cultural expectations regarding independence and privacy.
- Zero tolerance for ageism: we challenge stereotypes regarding "older" learners ensuring everyone has an equal voice, both in the classroom and the wider school environment.
- Pregnancy & maternity: we support adult students who are pregnant or have children by providing flexible learning options and dedicated breaks if required.



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Students aged under 18

While we promote equality for all, students under the age of 18 are afforded specific protections under UK law that differ from those of adult students. This section outlines how we balance inclusive treatment with our statutory duty of care.

In any situation where an EDI principle (such as a student's right to privacy) conflicts with a direct safeguarding risk to a minor, the Safeguarding Policy will take priority. Our Designated Safeguarding Lead (DSL) will be consulted in all such cases.

We recognise that students aged under 18 may be navigating sensitive aspects of their identity. We provide the following specific EDI-linked protections:

- Gender identity & transition: we support students exploring their gender identity. While we respect a student's preferred name and pronouns, we have a duty to involve parents/guardians in significant welfare decisions, unless doing so poses a documented risk of harm to the child.
- Protection from peer-on-peer abuse: we recognize that discrimination between students (e.g., racist bullying or sexual harassment) is a safeguarding issue. Incidents involving minors are recorded as "Child Protection Concerns" rather than simple disciplinary matters.
- Prevent duty (anti-radicalisation): as part of our EDI commitment, we protect students from extremist ideologies. We ensure that "Freedom of Speech" for under-18s is balanced with the need to prevent exposure to content that promotes hatred or discrimination.
- For students under 18, our EDI commitment extends to their families. We ensure that all EDI-related reports involving a minor are communicated to the parent/legal guardian in a timely manner, subject to UK GDPR and safeguarding best practices.

EDI for Staff

We aim to ensure fairness in every stage of employment.

Recruitment: blind shortlisting where possible, diverse interview panels, and job advertisements placed in varied forums.



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Development: equal access to CPD (Continuing Professional Development) and promotion opportunities.

Pay: regular audits to ensure equal pay for equal work regardless of gender or race.

Wellbeing: reasonable adjustments for staff with disabilities or long-term health conditions.

Contractors, Suppliers & Visitors

We expect all suppliers, contractors, and visitors to York Associates / English In York to align with our commitment to the Equality Act 2010 and our specific safeguarding standards for students aged under 18. This means conducting themselves with professional courtesy, using inclusive language, and strictly adhering to our zero-tolerance policy regarding discrimination, harassment, or extremist rhetoric while on-site or interacting with our community. Contractors and hosts working directly with our under-18 students must additionally comply with enhanced vetting and safeguarding protocols, ensuring that our values of dignity and safety are upheld by every external partner who contributes to our school's operations.

Reporting and Grievance Procedures

We encourage the reporting of all incidents, no matter how small they may seem.

For students: concerns should be raised with the Director of Studies, the Operations & Academic Manager, or your teacher. For students under 18, the Safeguarding Lead (DSL) will be informed to ensure the student's wellbeing.

For staff: concerns should be raised with your Line Manager, the Operations & Academic Manager, or the School Director.

All reports will be handled with discretion, though safeguarding concerns must be reported to relevant authorities as per UK law.