



#### English Path

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# English Path Global Equality and Diversity Policy

## Version History

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## Introduction

This policy outlines English Path's commitment to fostering an inclusive, respectful, and safe environment for all staff, students, and stakeholders. It reflects our adherence to legal and accreditation requirements, with particular attention to supporting diversity, eliminating discrimination, and ensuring the wellbeing and equal participation of young learners across all areas of our provision.

*Translations available. Please ask Student Services.*



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Contents

1. Purpose..... 4

2. Scope ..... 4

3. Equality and Diversity Policy Statement..... 4

4. Definitions ..... 5

5. Responsibility ..... 6

    Role of Staff ..... 6

    Role of Students ..... 7

    Role of Senior Management..... 7

    Role of All Staff..... 8

6. Policy & Procedure: Application of the Equality and Diversity Policy: Staff ..... 8

    Recruitment and Selection ..... 8

    Grading and Promotion ..... 8

    Staff Development..... 8

    Performance Management ..... 8

    Discipline and Grievance ..... 8

7. Application of the Equality and Diversity Policy: Students ..... 9

    Recruitment, Selection and Admission ..... 9

    Assessment ..... 9

    Participation..... 9

    Discipline and Student Complaints..... 9

    Visitors, Contractors and Sub-Contractors..... 9

8. Training ..... 10

9. Communication ..... 10

10. Breach of English Path’s Equality and Diversity Policy..... 10



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11. Data Collection and Monitoring..... 10

12. Policy Review ..... 11

13. Related Policies and References ..... 11

    Related Policies: ..... 11

    References: ..... 11



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## 1. Purpose

- 1.1. To provide an Equality and Diversity Policy applicable to all staff, students and others involved with English Path (EP from now on) based on best practice in the UK language education sector.
- 1.2. To provide an Equality and Diversity Policy that supports coordination and implementation at a strategic level, reflects EP's core values, and to ensure that it is embedded within appropriate EP policies for staff and students.

## 2. Scope

This policy applies to all English Path students (both adults and young learners), prospective students, staff (permanent, temporary, agency), contractors, visitors, and any individuals engaged in activities on behalf of EP across all global campuses and online platforms. It encompasses all learning, working, and social environments associated with EP operations.

## 3. Equality and Diversity Policy Statement

**3.1** English Path (EP) is committed to supporting, developing, and promoting equality and diversity across all of its operations. We aim to create an inclusive culture that is free from discrimination and built on the values of dignity, courtesy, and respect. EP is dedicated to supporting its staff by ensuring equal access to facilities, personal and professional development opportunities, and fair employment practices.

**3.2** EP is equally committed to fostering a positive, supportive, and high-quality teaching and learning environment for students. We strive to provide a fair, equitable, and mutually respectful atmosphere for all members of our community—both students and staff. This commitment includes taking proactive steps to prevent and respond to all forms of harassment, bullying, and abuse, in line with English Path's Anti-Harassment, Bullying & Abuse Prevention Policy.

**3.3** EP is dedicated to eliminating discrimination and advancing equality on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex, and sexual orientation.

**3.4** EP is committed to fostering inclusivity and protection for young learners. This includes ensuring that all practices are sensitive to their age, maturity, and safeguarding needs in line with international standards.



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**3.5** EP values the diversity of its community and recognises that the wide range of backgrounds, experiences, perspectives, and cultures represented among our staff and students enriches our institution. We embrace diversity in all our activities and proudly acknowledge that difference is essential to the wellbeing, creativity, and future development of EP.

**3.6** The Equality and Diversity Policy supports and reinforces EP's Mission and Strategic Plan.

**3.7** This policy applies to all EP students and prospective students, all job applicants, and all EP staff, whether full-time, part-time, permanent, temporary, or agency. It also applies to honorary title holders, visitors acting on behalf of EP, sub-contractors working at any EP campus, and all visitors to EP premises.

## 4. Definitions

### Abuse

Any action or inaction that causes harm, exploitation, or mistreatment to another person, whether physical, emotional, sexual, or psychological in nature.

### Antisemitism

"A certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities." (IHRA, 2024)

### Bullying

Repeated, intentional behaviour that causes physical, emotional or psychological harm to another person. This may include verbal abuse, social exclusion, spreading rumours, or cyberbullying.

### Discrimination

Unfair or prejudicial treatment of individuals or groups based on protected characteristics such as age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

### Diversity

The recognition and valuing of differences in people, encompassing characteristics such as cultural background, ethnicity, gender, age, disability, sexual orientation, and religion.

### Equality

The principle of ensuring individuals are treated fairly and equally, with access to the same opportunities and rights, regardless of their background or characteristics.



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### Harassment

Unwanted conduct related to a protected characteristic which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

### Inclusive Culture

An environment in which all individuals feel respected, accepted, and supported, and where diversity is embraced and valued as a strength.

### Protected Characteristics

Attributes covered under the UK Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

### Racism

Prejudice, discrimination or antagonism directed against someone based on their race, ethnicity or national origin. This may be expressed overtly or systemically.

### Victimisation

Treating someone unfairly or subjecting them to disadvantage because they have made or supported a complaint or grievance relating to discrimination or harassment.

**Young Learners:** Individuals under the age of 18 participating in EP's educational programmes. Their inclusion requires adherence to specific safeguarding, welfare, and educational practices to ensure their safety, development, and full participation.

## 5. Responsibility

It is the responsibility of all members of English Path's language education community to behave with dignity, courtesy and respect, and to act in a manner that does not unlawfully discriminate at all times.

### Role of Staff

Staff at English Path have the following responsibilities with respect to adherence to this Equality and Diversity Policy:

- to actively encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy;



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- to be aware of and support this Equality and Diversity Policy;
- to support the objectives and aims of English Path's Equality and Diversity policy;
- to undertake appropriate equality and diversity training.

## Role of Students

Students at English Path have the following responsibilities with respect to adherence to this Equality and Diversity Policy:

- to actively encourage non-discriminatory practices and to report any incidences of behaviour that fails to comply with this policy;
- to be aware of and support this Equality and Diversity Policy;
- to support the aims and objectives of this Equality and Diversity policy;
- to be aware of equality and diversity issues.

## Role of Senior Management

Management of the English Path include the Managing Director, and Heads of Departments. With respect to this Equality and Diversity Policy, senior management have the following responsibilities:

- to ensure that members teaching and administrative staff receive appropriate equality and diversity training;
- to investigate all aspects of alleged discrimination, harassment and inappropriate behaviour promptly and thoroughly;
- to ensure that selection and appointment procedures, performance management processes, staff development opportunities, and disciplinary and grievance processes are fairly and consistently applied to all staff;
- to treat all staff applications for flexible working practices on a fair and equitable basis, and to provide reasonable and objective reasons when such requests are refused;
- to ensure that student selection and admissions procedures, assessment processes, career development opportunities and disciplinary and complaints procedures are fairly and consistently applied to all students;
- to provide leadership in the implementation, operation and understanding of this Equality and Diversity policy;
- to be accountable for any issues concerned with failure to adhere to this Equality and Diversity Policy.



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### Role of All Staff

All staff have a duty to uphold both this policy and the Anti-Harassment, Bullying & Abuse Prevention Policy, and are expected to report any discriminatory, harassing or abusive conduct observed or disclosed. All staff must be aware of the additional safeguarding duties when working with young learners and ensure they foster an inclusive environment that supports their age-specific needs.

## 6. Policy & Procedure: Application of the Equality and Diversity Policy: Staff

### Recruitment and Selection

Recruitment advertising will encourage applications from all sectors of the community reflecting English Path's commitment to equality and diversity. Recruitment advertising will appear in publications appropriate to the audience capable of producing the best candidates (subject to budget considerations). Job descriptions, person specifications and recruitment advertisements will be written on the basis of the essential and justifiable requirements of the position. Shortlisting, appointment and rejection decisions will be transparent and justifiable.

### Grading and Promotion

All grading and promotions criteria and procedures will be free from prejudice and must be applied equitably and consistently.

### Staff Development

All staff will have equal access to induction, personal and career development opportunities and facilities.

### Performance Management

Probation and appraisal procedures will be clear and transparent and will be applied fairly across all staff.

### Discipline and Grievance

All staff complaints and disciplinary matters will be handled fairly, consistently, and transparently, in accordance with English Path's **Complaints [Policy](#)** and **Disciplinary [Policy](#)**. Allegations involving harassment,





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bullying, abuse, or discrimination will be managed with particular sensitivity following the formal procedures outlined in the Anti-Harassment, Bullying and Abuse [Policy](#) to ensure appropriate investigation, resolution, and support.

## 7. Application of the Equality and Diversity Policy: Students

### Recruitment, Selection and Admission

All information contained in prospectuses, websites and other material used in the recruitment of students will promote equality of opportunity. All staff involved in the recruitment, selection and admission of students will have an awareness of equality and diversity.

### Assessment

There will be clear, consistent and transparent criteria for student assessments and all assessments will take place on an equal opportunities basis.

### Participation

All students will have access to and will be encouraged to participate fully in the academic, cultural and social life of English Path. Young learners must be enabled to participate fully in academic and extracurricular activities in an age-appropriate, supportive, and inclusive manner.

### Discipline and Student Complaints

All student complaints and disciplinary matters will be handled fairly, consistently, and transparently, in accordance with English Path's **Complaints [Policy](#) and Disciplinary [Policy](#)**. Allegations involving harassment, bullying, abuse, or discrimination will be managed with particular sensitivity following the formal procedures outlined in the Anti-Harassment, Bullying and Abuse [Policy](#) to ensure appropriate investigation, resolution, and support.

### Visitors, Contractors and Sub-Contractors

Visitors, contractors and sub-contractors must comply with English Path's Equality and Diversity Policy. School staff meeting/employing visitors, contractors and sub-contractors are responsible for making them aware of the School's Equality and Diversity Policy.



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## 8. Training

Equality and diversity awareness raising and training will be mandatory for all staff. Information will be provided to all in order to raise awareness of equality and diversity and the contents of this policy during induction training.

Students will be briefed about English Path's Equality and Diversity Policy during induction at the start of their studies.

## 9. Communication

The Equality and Diversity Policy will be made available to staff, students, prospective students and the public more generally under the [policies](https://www.englishpath.com) page of English Path's website. (<https://www.englishpath.com>).

## 10. Breach of English Path's Equality and Diversity Policy

Contravention or breach of the Equality and Diversity Policy will be treated as a disciplinary matter and offenders will be dealt with under the staff or student disciplinary policies, as appropriate.

## 11. Data Collection and Monitoring

The personal data of students and staff are collected and used in accordance with international Data Protection regulations. The Managing Director, Heads of Departments are collectively responsible for monitoring the data available for each of the protected characteristics and taking appropriate action to advance equality and diversity. These senior School staff monitor student enrolment, retention, achievement and success at appropriate points throughout the academic year.

Evaluative reports, such as the EnglishUK Annual Statistics Report, present and evaluate student data. Where there are differences in the data for different groups of students, actions should be identified to help reduce and eliminate unwarranted differences.

English Path's Heads of Departments are responsible for monitoring equality and diversity data relating to students and the Senior Management Team is responsible for monitoring equality and diversity data for staff.



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## 12. Policy Review

This policy will be reviewed annually to ensure continued alignment with applicable accreditation standards, current legislation, evolving best practices, and the strategic and operational needs of the school.

## 13. Related Policies and References

### Related Policies:

This policy should be read in conjunction with the following English Path documents, many of which are available on our [website](#).

- Anti-Harassment, Bullying & Abuse Policy
- Disciplinary Policy
- Complaints Policy
- Safeguarding Policy
- Student Code of Conduct
- Whistleblowing Policy
- Staff Handbook
- Student Handbook

These policies collectively support the creation of a respectful, inclusive, and safe environment for all members of the English Path community.

### References:

- International Holocaust Remembrance Alliance (IHRA) (2024) *Working definition of antisemitism*. Available at: <https://holocaustremembrance.com/resources/working-definition-antisemitism> (Accessed: 24 June 2025).
- HM Government (2010) *Equality Act 2010*. Available at: <https://www.legislation.gov.uk/ukpga/2010/15/contents> (Accessed: 24 June 2025).
- NSPCC (2024) *Child Protection and Safeguarding*. Available at: <https://learning.nspcc.org.uk/> Accessed: 25. June 2025