

## **EAQUALS Equity, Diversity & Inclusion Policy**

Eaquals (Evaluation and Accreditation of Quality Language Services) is a UK-registered charity. The mission of Eaquals is to foster excellence in language education across the world by providing guidance and support to teaching institutions and individuals. Our values are to serve the interests of language learners worldwide, to promote all languages & cultures, to foster international cooperation & understanding, to encourage personal & professional development, to uphold openness & transparency, and to support fair dealing and professional service.

The principles outlined in this EDI policy reflect the mission, values and charitable objectives of the association.

Eaquals is committed to encourage equity, diversity and inclusion throughout the association and eliminating any unlawful discrimination. The aim is for the association to be truly representative of all of our members in all sections of society. The purpose of the EDI policy is to provide fairness and respect for all members in the association and for all staff in employment, whether temporary, part-time or full-time.

Eaquals will not discriminate on the ground of any protected characteristics which includes age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, sexual orientation. When selecting for employment, committee work, project work, promotion, training or anything of this nature, it will be based on the individual's own merits. Their aptitude and ability will determine their suitability for the role; it will not be affected by any of the protected characteristics.

### *Our commitments to EDI*

- Understand equity, diversity and inclusion as central to our mission
- Encourage equity, diversity and inclusion within all areas of the association as good practice
- Acknowledge and work to change any inequities within our policies and services
- Practice transparent communication in all interaction
- Commit time and resources to expand more diverse leadership within our board, staff, committee and inspector cohort
- Include information on EDI as internal and external resource e.g. presentation

In case of complaint, there are clear procedures in place outlining how to raise concerns. All issues will be taken seriously, no matter who they are from or who they involve. They will be considered and acted upon with a focus on independence, timeliness and impartiality. Details of Eaquals Complaints Policy can be accessed [here](#).

*This policy will be reviewed on an annual basis. Date of review 11.01.2021.*