

NILE Equality, Diversity and Inclusion Policy

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1. Policy Statement & Core Principles

At NILE we are lucky to work within a truly international community and we value the diversity and inclusiveness that this involves.

We are committed to providing an inclusive and welcoming learning and working environment for all course participants, staff, partners and contractors. We aim to provide equal opportunity, and we recognise that equity (providing additional support according to need) is essential to achieving this. We have a zero-tolerance policy towards discrimination, harassment, victimisation, and actively promote respect across cultures and identities. We believe that everyone should be respected, valued and treated fairly.

In line with the Equality Act 2010, this policy reinforces our commitment to providing equality and fairness throughout NILE and not provide less favourable facilities or treatment on the grounds of any Protected Characteristic: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

NILE ensures that reasonable adjustments are made where required and that inclusive practices are embedded in NILE’s procedures. All members of the NILE community share responsibility for upholding these principles.

2. Policy purpose

This policy sets out NILE’s commitment to promoting equality of opportunity, eliminating unlawful discrimination, encouraging diversity and inclusion in all aspects of our work, ensuring fair access to learning, employment and professional development.

This policy applies to NILE staff including freelance trainers, homestay hosts, social programme assistants, contractors, visitors and NILE course participants.

3. Learning support and accessibility

NILE recognises that individuals may have different learning needs and accessibility requirements.

To support inclusive participation, NILE identifies and makes provision for any learning support or physical access required by course participants. We actively seek to make reasonable adjustments to ensure that a disabled person has access to NILE's buildings, resources and activities. Participants are encouraged to inform NILE of any support requirements so that appropriate arrangements can be made wherever possible.

In practical terms, this means that NILE's application forms for all courses include a section for participants to disclose any physical disabilities, medical conditions or learning needs. These are picked up by the administration team and passed on to relevant academic, student support and accommodation teams in a sensitive way prior to the course.

The Academic Management Team is responsible for making adjustments for any learning difficulties. For physical disabilities and/or medical conditions, a risk assessment is carried out to ensure that accommodation, classroom and extra-curricular activities are suitably adjusted for the needs of the student. Where appropriate the course participant is consulted directly, and with group leaders where the person is under the age of 18. A Personal Evacuation Plan (PEP) may also be completed by the facilities team for in the case of an emergency evacuation from the NILE building. NILE aims to ensure that all participants have access to a suitable classroom and bathroom facilities and learning resources.

NILE promotes inclusivity and educates teachers from around the world through the NILE course Learning Differences and Inclusion in Language Education.

NILE's application processes are reviewed regularly to ensure we are compliant with GDPR and to ensure that we are as fair and inclusive as possible.

4. Respectful Behaviour

NILE is committed to maintaining a safe and respectful environment. NILE does not tolerate any form of intimidation, bullying, harassment, discrimination, or victimisation and will take appropriate disciplinary action against individuals who breach this policy. All staff and course participants are expected to behave professionally and respectfully towards others at all times.

NILE's expectations for behaviour are outlined in the NILE Staff Code of Conduct, and in the Behaviour Agreement which is signed by course participants under the age of 18 and their parents. Please also refer to NILE's Bullying Policy and Sexual Harassment policy for further information.

NILE also promotes a culture of inclusivity, for example through sponsoring local Pride events and displaying an LGBTQIA+ flag during Pride Month.

5. Reporting Concerns

NILE encourages anyone who feels they have been subject to discrimination to raise their concerns so we can investigate appropriately and confidentially and take corrective action to address issues and prevent recurrence. No individual is treated unfairly for raising a genuine concern.

In practice this means staff members having regular check-ins and open communication with their line manager. Employees are also provided with NILE's Complaints Policy, both on the NILE website and in Trainer and Employee Handbooks, which outlines the timeframe within which a complainant can expect a response.

The procedure, in short, is that staff members should speak to their line manager or relevant departmental contact. If they would like to escalate further, they can contact NILE senior management, then NILE Director Thom Kiddle. External accrediting bodies - AccreditationUK and Equals - may be contacted where appropriate.

6. Employment and Staff Development

NILE is committed to ensuring equality of opportunity in employment.

The organisation makes training, development, and progression opportunities available to all staff, and regularly reviews employment practices, recruitment procedures, and working arrangements to ensure fairness and equality.

NILE follows a Safer Recruitment policy which ensures both the fair treatment of staff and the protection of children and vulnerable adults. There is a Disability Act section of every job application form where applicants can disclose a physical, mental or other disability or needs which may affect their job. These disclosures will not be used against the applicant. NILE employees have flexible options to work from home and to adjust hours of work to suit the needs of the employee and the business.

NILE's Safer recruitment policies are reviewed annually and in response to updated training and guidance.

7. Monitoring and Feedback

NILE reviews its policies on a yearly basis and whilst no policy can cover all eventualities, NILE is committed to adjusting our policies when an incident highlights any gap.

The NILE Safeguarding team meet annually to review NILE's safeguarding policies. NILE proactively reviews equality, diversity and inclusive practices with NILE staff during annual reviews and exit interviews, and adjusts policy accordingly. All NILE course participants are asked to rate the support they received in Post-Course Evaluations.

8. Institutional Neutrality

As an international organisation working with educators from across the world, NILE maintains a non-political stance in language and teacher education.

We do not impose or reinforce prejudice against any individual for their nationality or the actions of the government where they live, unless they are subject to sanctions under international or UK law. Any decisions NILE makes not to work with sponsors or other funders are state- rather than person-specific and in line with UK government guidelines.

9. Responsibility for Implementation

Responsibility for implementing this policy lies with NILE management and staff.

All members of the NILE community are expected to treat others with dignity and respect, promote an inclusive environment and report behaviour that contradicts this policy.

NILE staff sign to say they have read and understood NILE's behavioural and safeguarding policies on a yearly basis or before a period of work with under 18s.

10. Relevant NILE policies

Please refer to the following NILE policies for more information, available via the Policies section of the NILE website or [Contact Us](#) to request access.

- NILE Safeguarding & Child Protection Policy
- NILE Safeguarding Adults Policy
- NILE Bullying Policy
- NILE Safer recruitment policy
- NILE Sexual Harassment policy
- NILE Staff code of conduct

11. Policy Review

This policy is fully supported by senior management and is reviewed on an annual basis by NILE's Director and by the Designated Safeguarding Person to ensure that it remains effective, relevant, and consistent with best practice and legal requirements.

Date last reviewed by

NILE DSP Miriam Anderson 5/3/2026

Signed: M.Y.Anderson

NILE Director, Thom Kiddle

