TALNOVA

EDUCATION THAT ELEVATES

INCLUSION *& EQUALITY*



FAIR OPPORTUNITY.
ACCESSIBLE LEARNING.
A SENSE OF BELONGING.

Fair opportunities. Accessible learning. A sense of belonging.

Everyone brings different experiences, strengths and needs. Inclusion means removing barriers so people can participate, contribute and progress.

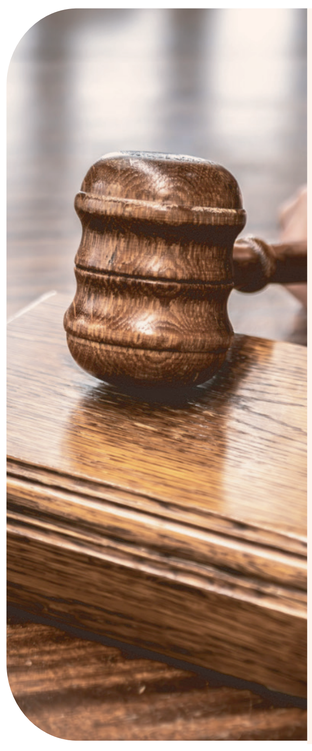


01 EQUALITY AND EQUITY

Fairness can require different support.

- **Equality** means fair opportunities and protection from unlawful discrimination.
- **Equity** recognises that people may need different support to access those opportunities.

In practice: Ask what helps someone learn, rather than assuming everyone needs the same approach.

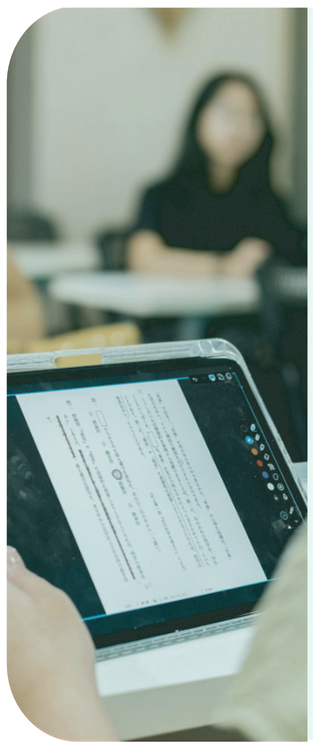


02 PROTECTED CHARACTERISTICS

Know the nine Equality Act terms.

- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Age
- Disability
- Race
- Sex

In practice: The protections that apply depend on the legal setting. Respect for everyone goes beyond this list.



03 ACCESSIBLE LEARNING

Talk about barriers early.

- Disability can include physical or mental impairments.
- Some needs are not visible.
- Disabled learners may need reasonable adjustments.

In practice: Consider accessible formats, assistive technology, suitable equipment or changes to how learning is delivered.



04 INCLUSIVE COMMUNICATION

Listen. Ask. Make space.

- Use clear language and explain unfamiliar terms.
- Allow people time to contribute.
- Avoid assumptions about background, identity or ability. Respect how people describe themselves.

In practice: Check understanding and make group discussions welcoming.

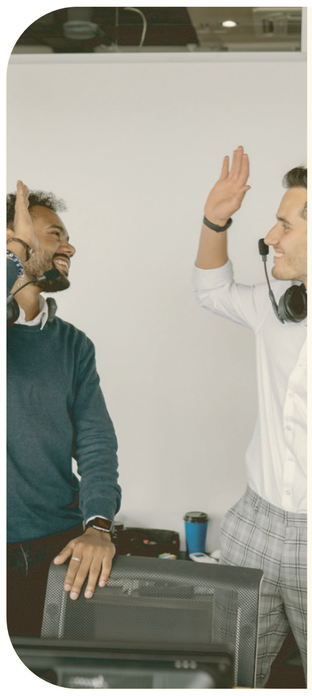


05 CHALLENGE DISCRIMINATION

Unfair treatment should be raised.

- Discrimination, harassment and victimisation can occur in person, online or at work.
- Do not join in with exclusion, slurs or humiliating jokes.
- If it is safe, challenge the behaviour calmly.

In practice: Share concerns with your tutor or safeguarding team.



06 BELONGING IN PRACTICE

Make inclusion part of your routine.

- Invite others into group activities.
- Recognise different experiences without stereotyping people.
- Discuss learning needs privately and respectfully.

In practice: Consider whose voice is missing. What barrier could you help remove today?

You should not have to struggle in silence.

Speak to your tutor about learning needs, accessibility or reasonable adjustments. For bullying, discrimination or safety concerns, contact the safeguarding team.

Speak to your tutor, student services, or email support@talnova.com.

Brighter futures together.