



Equity, Diversity and Inclusion Policy

National Talent Academy Limited

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1.0	April 2023	National Talent	Original policy

		Academy	
2.0	February 2026	National Talent Academy	Redrafted: consolidated EDI and Diversity & Equality policies; updated to reflect TQUK endorsement
2.1	September 2026	National Talent Academy	Added a document control block recording the document owner, status, date published, next scheduled review and contact. Set the review frequency to annual. Corrected the description of certification: TQUK issues the certificate for the full Level 3 Award and NTA issues certificates for individual units, including the mandatory unit.
2.2	September 2026	National Talent Academy	Renamed the policy to the Equity, Diversity and Inclusion Policy, and changed the corresponding wording in the body from equality to equity wherever it described the principle. Statutory references, including the Equality Act 2010 and equality legislation, are unchanged, as is the definition of equity as including equality of opportunity.

For use in National Talent Academy policy development

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1. Introduction

1.1 About National Talent Academy

National Talent Academy (NTA) is an educational technology company providing online qualifications in essential work skills for 16–19 year olds and adult learners in Further Education colleges, schools and training providers across the UK.

NTA was founded in 2020 by Cambridge graduate David Jaffa, who previously founded SAM Learning (online GCSE/KS3 revision used in hundreds of UK schools) and Penda Learning (online science/maths for US schools, sold 2019). David received the 2021 BETT Outstanding Achievement Award for his lifetime achievements in EdTech.

1.2 Purpose of This Policy

This policy sets out National Talent Academy's commitment to equity, diversity and inclusion (EDI) in all aspects of its work. NTA fully supports the principle of equal opportunities and opposes all unlawful or unfair discrimination.

NTA believes that all learners have the right to the opportunity to develop their knowledge, skills and behaviours through the learning process. Every learner has the right to be treated fairly, regardless of their age, sex, ethnic background, ability or any other characteristic, and to have any learning difficulties or disabilities considered.

The purpose of this policy is to:

- Set out NTA's commitment to ensuring adherence to equality legislation and regulatory requirements.
- Promote an environment in which diversity is recognised, respected and celebrated.
- Ensure that no learner, member of staff or delivery partner is treated less favourably because of a protected characteristic.
- Ensure that NTA's programme content, assessment and delivery are free from bias and accessible to the widest possible range of learners.
- Align with the requirements of Training Qualifications UK (TQUK) as the endorsing awarding organisation.

1.3 Scope

This policy applies to all those involved in the design, delivery, assessment and quality assurance of NTA programmes, whether directly or indirectly. This includes:

- NTA staff and associates.
- Delivery partners, including FE colleges, schools, sixth forms and training providers.
- Tutors, assessors and internal quality assurers.
- Learners enrolled on NTA programmes.
- Any other stakeholders involved in the delivery of NTA qualifications.

This policy covers the delivery of the NTA Level 3 Award in Essential Work Skills, which is an unregulated qualification endorsed by TQUK as a Certified Learning Course (CLC), as well as any other products and services provided by NTA. TQUK issues the certificate for the full Level 3 Award; NTA issues certificates for individual units, including the mandatory unit.

1.4 Obtaining Copies of This Policy

Copies of this policy are available on request by contacting NTA at hello@nationaltalent.org or via www.nationaltalent.org.

1.5 Review of This Policy

NTA will review this policy annually and may revise it as required in response to changes in legislation, changes in practice, actions from regulatory or external agencies, and/or in response to learner, delivery partner and stakeholder feedback.

2. Key Definitions

2.1 Equity

At its core, equity means fairness: ensuring that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. Equity also means equality of opportunity: ensuring that those who may be disadvantaged can access the tools they need to achieve the same fair opportunities as their peers. Equity recognises the different starting points for different individuals and aims to achieve fairness by providing resources according to need.

2.2 Diversity

Diversity is recognising, respecting and celebrating each other's differences. A diverse environment is one with a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation.

2.3 Inclusion

Inclusion means creating an environment where everyone feels welcome and valued. An inclusive environment can only be created once we are more aware of our unconscious biases and have learned how to manage them.

3. Legal Framework

3.1 The Equality Act 2010

NTA adheres to the Equality Act 2010 and upholds its values in safeguarding people within the learning environment. The Act provides legal protection against discrimination on the grounds of nine protected characteristics:

Protected Characteristic	Description
Age	A person belonging to a particular age or range of ages.
Disability	A person who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.
Gender Reassignment	A person who is proposing to undergo, is undergoing or has undergone a process of reassigning their sex.
Marriage and Civil Partnership	A person who is married or in a civil partnership.
Pregnancy and Maternity	A person who is pregnant or on maternity leave.
Race	A person defined by their colour, nationality, ethnic or national origins.
Religion or Belief	A person who holds a religious or philosophical belief, or lacks such belief.
Sex	A person who is male or female.
Sexual Orientation	A person's sexual orientation towards persons of the

	same sex, the opposite sex or both.
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Discrimination on the grounds of any of these characteristics is unlawful. Discrimination can take many forms, including direct discrimination, indirect discrimination, bullying, harassment and victimisation.

4. Our Commitments

4.1 NTA's Commitments

National Talent Academy is committed to ensuring that equity, diversity and inclusion are promoted in the development of its programmes and in access to its products and services, and that unlawful or unfair discrimination, whether direct or indirect, is eliminated. NTA will ensure that:

- This policy is made freely available to all delivery partners, staff and learners.
- The widest possible diversity of learners can access the content and assessment of NTA programmes.
- The entry requirements, content and assessment demands of NTA programmes are appropriate to the knowledge, understanding and skills specified and do not act as unnecessary barriers to achievement.
- All programmes ensure fair assessment for all learners.
- The language used in NTA materials is clear, free from bias and appropriate to the target group.
- NTA aims to produce and endorse material that does not cause offence.
- All programmes are reviewed against this policy.
- NTA will always act fairly when working with delivery partners and learners.
- NTA will always support and demonstrate the principles of equity, diversity and inclusion.

4.2 NTA's Approach to Assessment

NTA will take positive action against discrimination in its assessment process to ensure a fair assessment experience. This includes:

- Providing an unbiased and objective assessment process, using assessment materials that reflect positive images of diverse lifestyles and backgrounds.

- Ensuring NTA tutors and staff avoid using language or materials that may cause offence or embarrassment to others involved in the assessment process.
- Ensuring NTA tutors and staff use language that is accessible to all learners, making clear use of plain English and avoiding jargon where possible.
- Ensuring NTA tutors and staff challenge any occurrence of discrimination or offensive behaviour, making it clear that such behaviour is not acceptable and explaining why.

The NTA platform delivers fully online, self-paced learning. Any audio or visual material created by NTA can be requested to be provided in an alternative format as a reasonable adjustment, in accordance with NTA's Reasonable Adjustments and Special Considerations Policy.

4.3 Delivery Partner Commitments

As a delivery partner working with NTA, you must ensure that:

- All processes concerned with assessment are carried out in a fair and objective manner.
- You continue to adhere to current equal opportunities legislation.
- You operate an effective equity, diversity and inclusion policy, with which learners are familiar and which applies to all learners using NTA products and services.
- You operate an effective appeals procedure, with which learners are familiar and which applies to all learners using NTA products and services.
- Your learners and staff (including centre, satellite, sub-contract or contractual staff) who are involved in the delivery, management, assessment and quality assurance of NTA programmes are made aware of, and familiar with, the contents of this policy.
- You promote an environment which enables the development of the widest possible sources of talent, regardless of any protected characteristic.

5. Non-Discrimination

NTA aims to ensure that no learner will be discriminated against on any grounds, including but not limited to:

- Race, colour, nationality or ethnic or national origin.
- Gender or gender reassignment.
- Sexual orientation.

- Marital or civil partnership status.
- Caring responsibilities.
- Age.
- Physical disability, learning difficulty or mental ill health.
- Religion or belief.
- Pregnancy and maternity.
- Lack of formal qualifications.
- Employment status.
- Unrelated criminal conviction.

It is NTA's policy that no colleague, delivery partner, learner, contractor or third party receives less favourable treatment as provided for under the Equality Act 2010. NTA and all those working with NTA are expected to operate in accordance with this principle.

This policy applies to all aspects of employment and working practices, including recruitment, promotion, assessment, performance management, development, reward and recognition and all interactions with learners and delivery partners.

6. Breach of This Policy

National Talent Academy will not tolerate any victimisation, harassment, discrimination or breach of this policy. NTA will take the following action in response to breaches:

- Disciplinary action will be taken against NTA staff members who breach this policy.
- Where any delivery partner, tutor, assessor or other colleague is involved in victimisation, harassment, discrimination or breach of this policy, NTA will issue sanctions in accordance with its Sanctions Policy. This may include, but is not limited to, termination of delivery partner, tutor or assessor status.
- Cases may be referred to the NTA Malpractice and Maladministration Policy where the breach compromises the integrity of the assessment process.

NTA and all those working with NTA are reminded that unlawful discrimination can lead to criminal and civil proceedings being taken against individuals.

7. Related Policies

This policy should be read in conjunction with the following NTA policies:

- Reasonable Adjustments and Special Considerations Policy.
- Malpractice and Maladministration Policy.
- Sanctions Policy.
- Safeguarding Policy.
- Complaints Policy.
- Appeals Policy.

8. Contact Information

If you have any queries about the contents of this policy, please contact National Talent Academy:

Email: hello@nationaltalent.org

Website: www.nationaltalent.org

Address: 3rd Floor, 1 Ashley Road, Altrincham, Cheshire, WA14 2DT