

Equality, diversity and inclusion (“EDI”) policy

1. Aim of the policy

The Association for Language Learning is committed to promoting equality, diversity, and inclusion in all aspects of its own work. Creating an inclusive and diverse environment within education is essential for fostering innovation, creativity, and collaboration.

The ALL Management Board and Council members take responsibility for implementing and monitoring the EDI policy and support volunteers to enable them to contribute to the EDI goals listed below. We believe that by embracing EDI, a vibrant and inclusive community that benefits both educators and students at all stages of their learning can be created. This policy will guide our actions and ensure that we continue to strive for excellence in promoting equity within our charity and the wider language learning community. We believe that the learning of other languages and appreciation of other cultures and ways of understanding the world is vital for community cohesion. We recognise and truly value individual differences and identities. This policy outlines our commitment to EDI - how we aim to promote and maintain a culture of inclusivity.

ALL will strive to ensure that our policies and practices are effective in promoting equality, diversity, and inclusion and will monitor and evaluate progress towards the goals below, as well as identifying areas for improvement. ALL seeks collaborations and partnerships with organisations that share our commitment to EDI. By working together, we aim to increase our impact continually and to promote positive change in the wider language learning community.

2. Equality

ALL is dedicated to ensuring equality of opportunity for all individuals, regardless of race, ethnicity, religion, gender, age, disability, sexual orientation, or any other protected characteristic. We will treat everyone with fairness, respect, and dignity.

3. Diversity

ALL recognises and values the diversity of our members. We actively celebrate and embrace differences, including, but not limited to, cultural backgrounds, languages, perspectives, and experiences.

4. Inclusion

ALL is committed to fostering an inclusive culture where everyone feels welcome, valued, and supported. We will actively promote an inclusive ethos in our activities, events, and publications, ensuring that diverse voices are heard and represented.

This policy is a working document will be updated and amended over time. We are aware alongside other charities and subject associations that there is always room for improvement.

ALL organises conferences, training meetings and webinars across the country run by Branches and Networks and Primary Hubs which offer opportunities to enhance awareness and understanding of EDI issues among our members. Everyone hosting an event adheres to our EDI policy. This in turn enables participants to contribute to creating an inclusive and supportive environment in the various sectors they represent.

5. Reporting procedure

Our appointed EDI Officer is **Liz Black**, ALL invited Trustee. Her contact is liz.black@all-languages.org.uk

She is available to all volunteers, Trustees, and members to speak to when they have any concerns, issues or complaints regarding the safety, well-being or conduct of Trustees, members and volunteers.

Chair of the Association of Language Learning:



René Koglbauer-Franklin

Date: 01.09.2024

Review date: 01.09.2026