



Swan Training Institute

Student Equality & Diversity Policy

1. Policy Statement

Swan Training Institute is committed to providing an inclusive, respectful and supportive learning environment where all students are treated with dignity and fairness. We value diversity and promote equality in accordance with Irish equality legislation and TrustEd quality assurance standards.

2. Legal Framework

This policy is informed by Irish equality legislation including the Equal Status Acts 2000–2018, Employment Equality Acts 1998–2015, and the Education Act 1998.

Discrimination is prohibited on the following nine grounds:

- Gender
- Civil status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race (including nationality and ethnic origin)
- Membership of the Traveller community

3. Compliance Statement

Swan Training Institute ensures that equality, diversity and inclusion principles are embedded within all school policies and procedures. The school demonstrates compliance through documented policies, staff training, student induction processes, and regular policy review.

Equality and diversity are considered in admissions, student welfare, safeguarding, complaints handling, marketing, homestay arrangements and classroom delivery.



4. Admissions & Access

Admissions decisions are based solely on academic suitability, English level, visa eligibility and course availability. The school does not discriminate on any protected ground.

5. Inclusive Learning Environment

Teachers promote intercultural awareness, inclusive language and mutual respect. Diversity is reflected positively in teaching materials and classroom discussion.

6. Disability & Reasonable Accommodation

Students are encouraged to disclose additional needs in confidence. The school will make reasonable accommodations where practicable, including adapted materials or assessment arrangements.

7. Anti-Harassment & Anti-Bullying

Harassment, bullying or discriminatory behaviour is not tolerated. Complaints will be investigated promptly and fairly, with appropriate disciplinary action where necessary.

8. Complaints Procedure

Students may raise concerns informally with a teacher or the Director of Studies. Formal complaints must be submitted in writing and will be handled confidentially and in accordance with the Swan Training Institute Complaints Procedure.

9. Monitoring & Review

This policy is reviewed annually as part of the school's TrustEd compliance framework. Records of review, staff training and equality monitoring are maintained for inspection.

Updated: March 2026

Review Date: March 2027