

# Equality and Diversity Policy

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### 1. Policy Statement

The **Institute of AI in Education (IAIE)** is committed to promoting equality, valuing diversity, and fostering an inclusive environment in all aspects of its work.

IAIE believes that education should be fair, inclusive, and accessible, and that the responsible use of artificial intelligence in education must support—not undermine—these principles. We aim to ensure that no individual is disadvantaged or excluded through our activities, partnerships, or organisational practices.

### 2. Scope of the Policy

This policy applies to:

- IAIE staff, associates, advisors, and contractors
- Volunteers and contributors
- Partner organisations and collaborators
- Individuals engaging with IAIE programmes, events, research, or communications

### 3. Our Commitment

IAIE is committed to:

- eliminating unlawful discrimination, harassment, and victimisation
- advancing equality of opportunity
- fostering positive relationships between individuals from different backgrounds

We seek to create an environment where differences are respected and valued, and where everyone is treated with dignity and fairness.

### 4. Legal Framework

IAIE operates in accordance with the **Equality Act 2010**, which protects individuals from discrimination on the basis of the following protected characteristics:

- age
- disability

- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

IAIE seeks to comply with both the **letter and the spirit** of equality legislation.

## 5. Inclusive Practice

IAIE aims to embed equality and diversity considerations into all areas of its work, including:

### a) Programmes and activities

- designing pilots and professional development that are inclusive and accessible
- considering the impact of AI systems on different groups
- avoiding practices that may reinforce bias or exclusion

### b) Research and evidence-building

- promoting balanced, ethical, and inclusive research approaches
- recognising how data, algorithms, and digital tools can reflect bias

### c) Partnerships and engagement

- working with organisations that share a commitment to equality and inclusion
- encouraging respectful, inclusive collaboration

## 6. Accessibility

IAIE is committed to making its work as accessible as reasonably possible. This includes:

- using clear and inclusive language
- designing digital content with accessibility in mind
- considering reasonable adjustments for events, meetings, or engagement activity

We welcome feedback on how accessibility can be improved.

## 7. Roles and Responsibilities

All individuals associated with IAIE are expected to:

- uphold the principles of this policy
- treat others with respect and fairness
- challenge discrimination or exclusion where it occurs
- raise concerns where equality or diversity may be compromised

IAIE leadership is responsible for:

- promoting equality and diversity across the organisation
- reviewing policies and practices
- responding appropriately to concerns

## 8. Artificial Intelligence and Equality

Given IAIE's focus on AI in education, we recognise that AI systems may:

- reflect existing biases in data
- disproportionately affect certain groups
- create unintended barriers to access or participation

IAIE seeks to address these risks by promoting **ethical, evidence-informed, and inclusive approaches** to AI use in education.

## 9. Raising Concerns

Any concerns relating to equality, diversity, or discrimination in connection with IAIE's work should be raised promptly.

Concerns can be reported confidentially by contacting:

 [info@instituteofaiineducation.com](mailto:info@instituteofaiineducation.com)

IAIE will take concerns seriously and respond in a fair, proportionate, and timely manner.

## 10. Monitoring and Review

IAIE recognises that equality and diversity require ongoing attention and reflection.

This policy will be:

- reviewed regularly
- updated in response to legislative changes, feedback, or organisational learning

## 11. Policy Status

**Policy Owner:** Institute of AI in Education (IAIE)

**Last reviewed:** 4<sup>th</sup> January 2026

**Next review due:** 4<sup>th</sup> January 2027