



Employer Testimonial



Learner Testimonial



In-Learning Satisfaction Survey
(Employers)



In-Learning Satisfaction Survey
(Apprenticeships)



In-Learning Satisfaction Survey
(ASF)



March 2026 EDITION

TOTAL TOPICS



We're always looking to improve – and your feedback plays a vital role in that journey. By sharing your experience, you help us understand what we're doing well and where we can refine and accelerate improvements. Your insights guide our growth as a business and support each of us individually in delivering better outcomes every day.

TOPIC OF THE MONTH

Equity, Diversity, Inclusion and Belonging

UK Statistics



UK Overview

Equity, Diversity, Inclusion and Belonging (EDIB) are interdependent organisational principles that underpin **governance, quality assurance, safeguarding and ethical leadership**. Diversity refers to the representation of varied identities and lived experiences across protected characteristics, socio-economic background and neurodiversity.

Inclusion concerns the **deliberate creation of environments** where diverse perspectives are actively valued and embedded within decision-making processes.

Equity recognises that structural inequalities require **proportionate and targeted intervention** rather than uniform treatment. **Belonging** is the measurable outcome of effective inclusive strategy – reflected in engagement, retention, psychological safety and performance metrics.

The Equality and Human Rights Commission (EHRC) remains the statutory regulator for equality law and enforcement under the **Equality Act 2010**.

Equality and Human Rights Commission (EHRC)

The Equality and Human Rights Commission (EHRC) is the UK's **statutory body** responsible for enforcing equality and human rights laws. It works to protect people from **unfair treatment** and to promote **fairness, dignity and respect** for everyone across society.

Employment & Disability

In 2025, **5.5 million disabled people** were in work in the UK. However, the employment rate was **52.8% compared to 82.5%** for non-disabled people – a gap of around 30 percentage points.

Gender Pay Gap

In April 2025, the UK gender pay gap was **12.8%**, meaning women earned less on average per hour than men.

Ethnicity Data

In 2025, Black civil servants in London earned on average **27.8% less per hour** than White civil servants. In 2024, 20.6% of the UK population identified as belonging to an ethnic minority group.

Workplace Discrimination

Around **38–45% of UK adults** report experiencing discrimination at work or when applying for jobs.

Socio-Economic Inequality

In 2024, unemployment among **25–29-year-olds from lower working-class backgrounds** was around 6%, higher than among those from professional backgrounds.



Hate Crime

In the year ending March 2025, religious hate crime exceeded **7,000 recorded incidents, with Jewish communities disproportionately affected**. Hate crime motivated by race, religion, disability and sexual orientation continues to be statistically significant within UK policing data. These indicators collectively highlight **persistent inequality** across employment, pay, progression and safety.

British Values and Inclusive Practice



British Values provide a framework that underpins **inclusive environments** in education and the workplace.

Democracy supports participation and having a voice.

The rule of law ensures fairness and consistency.

Individual liberty protects freedom of expression within lawful boundaries.

Mutual respect promotes professional and considerate behaviour.

Tolerance encourages acceptance of different beliefs and backgrounds.

When these values are actively embedded, they strengthen **belonging and reinforce ethical standards**.

Inclusive environments do not happen by chance. They require awareness, consistency and commitment from everyone.

Health, Wellbeing and Psychological Safety



Belonging and inclusion have a strong impact on **mental health and wellbeing**.

When people feel **psychologically safe**, they are more confident to share ideas, ask questions and raise concerns without fear of judgement.

In the UK, around **1 in 4 adults** experience a mental health problem each year. Workplace stress remains one of the **leading causes of absence**.

Research shows that employees who feel included are **significantly more likely** to report positive wellbeing and higher engagement at work.

In contrast, exclusion or discrimination can increase **anxiety**, lower **confidence** and reduce performance. Creating **fair, respectful and inclusive environments** helps reduce stress, improve engagement and support overall wellbeing

Strategic Key Takeaways

EDIB is a governance responsibility, not just a cultural initiative, and disparity data shows **structural inequality remains in 2025**. Inclusion strengthens **safeguarding, Prevent compliance, and digital safety**, while psychological safety drives organisational performance. Achieving equity requires **measurable action, accountability, and strong leadership modelling**.

Inclusive environments are central to an effective safeguarding strategy.

When individuals experience exclusion or marginalisation, their vulnerability to exploitation, radicalisation, and mental health difficulties increases. Robust safeguarding governance therefore requires the **early identification of low-level concerns** before they escalate, alongside clear and accessible reporting pathways that enable staff and learners to raise issues confidently.

It also involves **systematic data monitoring** to identify patterns or emerging risks, proactive challenge to discriminatory behaviour, and full alignment with statutory duties under the **Equality Act 2010**. By embedding inclusion within safeguarding practice, organisations not only reduce risk exposure but also strengthen overall resilience and promote a culture of safety, equity, and accountability.



[Find out more about safeguarding at TTP here and how you can report a concern.](#)



Prevent, Vulnerability & Social Cohesion (2024/25)

In the year ending 31 March 2025:

- **8,778 Prevent referrals** were recorded (27% increase year-on-year)
- **1,472 individuals progressed to Channel intervention**
- 21% linked to extreme right-wing concerns
- 10% linked to Islamist extremism
- Over one-third involved mental health or neurodiversity factors

These figures demonstrate that vulnerability to radicalisation is multifactorial and frequently intersects with marginalisation, identity and mental health. Inclusion and belonging operate as preventative protective factors within safeguarding strategy.

Digital Safety & Online Risk (2024/25)



Digital environments now form a primary space for communication and influence.

- 58% of UK adults in 2025 reported encountering at least one significant online risk (fraud, abuse, harmful content).
- Reports of intimate image abuse increased by 20.9% in 2024, with over 22,000 cases reported to the Revenge Porn Helpline.
- 77% of 9–17 year olds reported at least one harmful online experience by 2025.

Digital ethics, data protection compliance, misinformation awareness and safe reporting mechanisms are essential components of inclusive culture.

March 2026

M T W T F S S

						1 National Wheelchair User Day
2	3 World Hearing Day Holi (Festival of Colours)	4	5	6	7	8
9 International Womens Day	10	11	12 Young Carer's Action Day	13	14	15
16	17	18	19	20 Eid-al-Fitr	21 World Down Syndrome Day International Combat Islamophobia Day	22
23	24	25	26	27	28	29
30	31 Transgender Day of Visibility					

Key Awareness Days & Cultural Events

- National Wheelchair User Day** - Raises awareness of accessibility and celebrates the achievements of wheelchair users.
- World Hearing Day** - Promotes ear and hearing care and the prevention of hearing loss.
- Holi (Festival of Colours)** - A Hindu festival celebrating love, spring, and the triumph of good over evil.
- International Women's Day** - Celebrates women's achievements and calls for gender equality.
- Young Carers' Action Day** - Highlights the challenges faced by young carers and recognises their valuable contributions.
- International Day to Combat Islamophobia** - Promotes understanding and action against discrimination towards Muslims.
- International Day for the Elimination of Racial Discrimination** - Marks the global fight against racial injustice and discrimination.
- World Down Syndrome Day** - Celebrates people with Down syndrome and advocates for equal rights and inclusion.
- Eid al-Fitr** - Marks the end of Ramadan and is celebrated with community, gratitude, and reflection.
- Transgender Day of Visibility** - Celebrates trans people and raises awareness of discrimination faced by the trans community.