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**Equality and Diversity Policy**

**Document Control**

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**N/A**

# Equality and diversity policy statement

* 1. The Company vision and values are centered on the promotion of equality, diversity and inclusivity in all that it does. The Company will ensure that all staff and learners work in an environment free from unfair treatment.
  2. This policy responds to legal responsibilities incorporated in the Equality Act 2010 and is an overarching policy which takes account of all protected characteristics in law.
  3. The Company operates a zero tolerance policy against any form of discrimination, harassment or other inappropriate behavior

1. **Policy aims**

The Directors and Management Team of the Company collectively endorse this policy and hold primary responsibility for ensuring that the Company;

* 1. Openly discusses issues of discrimination.
  2. Has a shared value of commitment to challenging prejudice and valuing diversity.
  3. Ensures fair and equal access to support to enable success.
  4. Respects and values that staff and learners come from a variety of backgrounds.
  5. Ensures equality of opportunity for any individual regardless of protected characteristics;
* **Age**
* **Disability**
* **Gender reassignment**
* **Marriage and civil partnership**
* **Pregnancy and maternity**
* **Religion and belief**
* **Sex**
* **Sexual orientation**

1. **The company commitment**
   1. Ensure marketing, publicity and recruitment procedures are inclusive and present positive images of all sections of the community;
   2. Identify the needs of disadvantaged groups and work towards removing any real or perceived barriers to participation and success;
   3. Promote maximum access to the full range of courses and other educational services for all people in the communities we serve;
   4. Provide clear and fair recruitment and admission to courses;
   5. Make reasonable adjustments to ensure equal access to teaching, learning, assessment, facilities and resources for disabled learners;
   6. Promote the rights and responsibilities of all learners to be treated fairly and to treat each other with respect;
   7. Ensure teaching, learning and assessment enables all learners to succeed;
   8. Promote social inclusiveness and awareness of other cultures and equip our learners to live and work in a diverse society;
   9. Celebrate diversity through the achievements and positive contributions of our community of learners and staff;
   10. provide high quality learning support and ensure that learners are given every opportunity to discuss any learning difficulty or support need;
   11. Ensure workplace assessment reflects the Company policies on equality and diversity
2. **Equality and diversity responsibilities**
   1. All Company staff are required to take a shared responsibility for the promotion of Equality and Diversity.
   2. The Company will challenge all behavior that discriminates, harasses and victimizes individuals or groups of people with protected characteristics
   3. All staff must;
      1. Actively implement this policy to ensure that all learners, staff and visitors learn and work in a supportive environment in which all individuals can succeed.
      2. Demonstrate personal integrity and respect for human dignity
      3. Challenge unwanted and unacceptable behavior in others.
      4. Encourage communication and collaboration with peers.
   4. To support the policy of zero tolerance, the Company will ensure that equality issues are embedded into all Company policies and procedures through equality impact assessments.
   5. The Directors and Management team will ensure that equality and diversity is an integral part of;
      1. Teaching, learning and assessment
      2. Quality assurance processes
      3. Seeking stakeholder views
      4. Marketing and publicity
      5. Recruitment and employment practices
      6. Conditions of service
      7. Staff development and training
      8. Procurement of goods and services
      9. Learner guidance and support
3. **Partners and Employers**
   1. The Company will take reasonable steps to ensure that all partnership organisations Endeavour to promote equal opportunities in their workplaces.
4. **Monitoring and review**
   1. This policy will be reviewed as deemed necessary through changes in law and/or good practice but at least annually.