

## Equality and Diversity Policy

- 1) The Centre recognises that discrimination, victimisation is unacceptable, and that it is in the interests of the organisation and its employees to utilise the skills of the total workforce. It is the aim of the organisation to ensure that no employee or job applicant or student or potential student receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment or education on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (protected characteristics).
- 2) Our aim is that our workforce and students will be truly representative of all sections of society and each employee and student feels respected and able to give of their best.
- 3) We oppose all forms of unlawful and unfair discrimination or victimisation. To that end, the purpose of this policy is to provide equality and fairness for all in our employment and to all students.
- 4) All employees and students, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for entry on to learning programmes and selection for employment, promotion, training or any other benefit will be based on aptitude and ability. All employees and students will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
- 5) Our staff will not discriminate directly or indirectly, or harass customers because of age, disability, gender reassignment, pregnancy, and maternity, race, religion or belief, sex, and sexual orientation in the provision of the school's services.
- 6) This policy and the associated arrangements shall operate in accordance with statutory requirements, particularly Equality Act 2010. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

\* This policy refers to both employees and students

Updated July 2021