



Equal Opportunities and Diversity Policy

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ASPIRE Academy is dedicated to creating an environment where students and staff are treated with dignity and respect, and the value of each individual is recognised.

The centre is committed to creating a place where everyone, whatever their circumstances and background:

- is fully respected
- is listened to and encouraged to give their views
- feels welcome
- is treated in a fair way
- is treated in an equal way
- has equality of opportunity
- has full access to centre activities and resources
- is given support that is relevant to their course and circumstances

The policy is governed by the Equality Act 2010, which makes it unlawful to discriminate against someone because of one or more of the following protected characteristics:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

This policy applies to all students, staff, visitors and any external collaboration the centre may have.

Any direct, or indirect discrimination applied to any existing or potential future student, staff member or visitor will not be acceptable.

All staff and students have a responsibility to provide full and active support for the policy by ensuring that the policy is known, understood, and applied at all times.

As a training provider ASPIRE Academy treats all students equally and fairly at all stages of their recruitment, selection and study.

In the process of recruitment and selection, applicants are being judged on the basis of their English language proficiency, academic characteristics and personal motivation that should meet the requirements of the course they are applying for. In the centre, the students' progress assessment, all forms of support, access to the centre facilities are being provided on equal terms for everyone.

As an employer, ASPIRE Academy treats all part-time and full-time employees equally and fairly. During the process of recruitment and selection, employees are judged on the basis of their qualifications, work-related performance, professional qualities, work experience and personal motivation.

Responsibilities of staff and students

Staff:

- Senior staff is responsible for ensuring the centre meets all aspects of the Equality Act 2010.
- Provide a working environment which is free of discrimination or harassment in any form.
- Take the necessary steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encourage and support protected groups in activities.
- Adhere to the staff code of conduct.

Students:

- Adhere to the Student Code of Conduct.
- Ensure display materials they use do not offend others.
- Treat everyone politely and fairly, making them feel welcome in the centre.
- Use language carefully and appropriately considering the impact it may have on others.
- Report any concerns or events which are insulting others.
- Resolve differences and disagreements amicably.

Implementation:

All staff and students are made aware of the policy and procedure during the formal centre induction process.

Training:

All staff will undertake appropriate training on Equality and Diversity matters.

Complaints:

Any student, member of staff or visitor who believes they have been treated less fairly than others, discriminated against or victimised should at the first instance contact the admin team.