

# Equality and Diversity Policy

**Elizabeth School of London**

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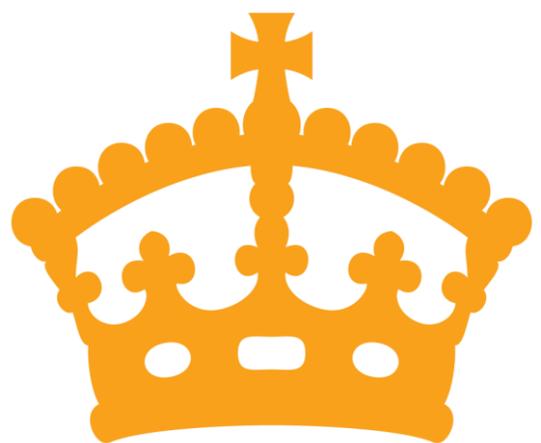
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**Elizabeth**  
SCHOOL *of* LONDON

## Vision and values

Elizabeth School of London is a institution of respect committed to promoting equality of opportunity for all our students and staff. One of our core College values is:

### ***We celebrate diversity and inclusion and the breaking down of barriers to success***

Our aim is to create an environment where people treat each other with mutual respect regardless of age, disability, colour, ethnic origin, family responsibility, gender, gender identity, marital status, pregnancy and maternity, nationality, race, religion and philosophical beliefs, sexual orientation and socio-economic background.

We welcome students and staff from all backgrounds and value and actively celebrate the benefits that diversity and difference bring to the College and our society.

The College raises awareness of equality and human rights, promotes diversity and combats all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within its communities. The College believes that all forms of prejudice and unfair discrimination are unacceptable. The College is committed to creating a safe environment for all students and staff.

This Equality and Diversity Policy covers all members of the College community.

## Legislation

The Equality Act 2010 gives the key legislative requirements relating to equality and diversity. The Act identifies nine protected characteristics, age, disability, gender, gender identity, pregnancy and maternity, race, religion and philosophical beliefs, sexual orientation and marriage and civil partnerships. All nine characteristics are covered in the employment duties of the Act. The protected characteristic of marriage and civil partnership is not included in the educational duties of the Act.

The Act outlaws unfair discrimination against an individual because of a protected characteristic and this includes the following types of discrimination:

- direct discrimination (including discrimination based on association or perception) – occurs when you treat a person less favourably than you treat another person because of a protected characteristic
- indirect discrimination - occurs when a practice has the effect of putting people sharing a protected characteristic within the general group at a particular disadvantage
- harassment – occurs when someone behaves in a way that creates an offensive, hostile, degrading, humiliating or intimidating environment for a person
- victimisation - occurs if you treat someone badly because they have been involved in a claim or complaint about discrimination
- discrimination arising from disability - occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment
- failure to make reasonable adjustments (for disabled people) – occurs when an organisation fails to make reasonable adjustments for a disabled person to avoid the disabled person being placed at a substantial disadvantage compared to a non-disabled person

The Act has introduced a new public sector equality duty which requires the College to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

The first part of this duty to eliminate unlawful discrimination, harassment and victimisation applies to all nine protected characteristics while the rest of the duty applies to eight of the protected characteristics and excludes marriage and civil partnerships.

## Roles and responsibilities

Each member of the College community is responsible for following and supporting this policy. The guidance applies to students, governors, employees, agents, contractors, volunteers and visitors. We expect all members of our community to follow our vision and values for equality and diversity. Any member of the College community may raise, either informally or formally, complaints of unfair and/or discriminatory treatment. The guidance applicable to particular roles in the College follows.

### Governors

The governing body carries the ultimate responsibility, under the law, for ensuring that our College meets the requirements of equality legislation. In particular governors will:

- set and maintain the strategic direction for equality and diversity
- monitor performance and targets through regular reports

### Senior Leadership Team

The Senior Leadership Team has overall operational responsibility for equality and diversity and will:

- proactively champion equality and diversity
- carry primary responsibility for ensuring all aspects of this policy are carried out effectively
- ensure that measurable equality targets are set to accomplish the duties of the legislation
- ensure regular reports are made to the governors monitoring progress and performance

### Staff

Each member of staff is responsible for supporting this policy and the law. Every role in the College has an equality and diversity component and staff will:

- apply and embed the vision and values of this policy in their work and roles
- support and enable students to follow this policy
- take appropriate and immediate action in the event of incidents of harassment, unfair discrimination or misbehaviour alerting or involving senior College staff if necessary

Complaints from staff can be made via the Harassment Policy or the Grievance Procedure (details of both of these policies are available in the Staff Intranet or from the Human Resources Team). Support to staff is available through the Human Resources Team as well via normal line management.

## Students

Students are expected to support and follow this policy and will:

- treat everyone with respect, fairly and with understanding, making them feel welcome in the College
- abide by the law
- use language carefully, without swearing or inappropriate language, and not say rude, hurtful or disrespectful things about other people
- report any concerns they have for themselves or others
- resolve differences and disagreements amicably (threatening or attacking anyone is a serious disciplinary offence)

Complaints from students can be raised through the Complaints Policy using a Talkback form as outlined in the student charter and student handbook (details are also available through Student Services).

## Monitoring and Evaluation

The College will regularly measure, review and reinforce the effectiveness of the policy through:

- The Annual Equality and Diversity Report
- Self-assessment
- Staff and student surveys and data analysis
- Formal complaint monitoring
- Collecting and disseminating examples of good practice
- Strategic Plan monitoring activities

Elizabeth School of London will provide training in equal opportunities to those involved in recruitment or other decision making where equal opportunities issues are likely to arise. Consequences of breaching this policy Acts of discrimination will be dealt with under the supervision of Principal Andy Green and the college's policy and Procedure. Discrimination may constitute gross misconduct and could lead to dismissal without notice or pay in lieu of notice.