



EQUALITY AND DIVERSITY STATEMENT

1 Equality and Diversity Statement

- 1.1 The Academy is committed to providing and supporting an environment that promotes equality and diversity. We value the diversity of our community and we aim to create an environment of respect where all are treated equally and where all can reach their full potential.
- 1.2 We are committed to providing the highest quality study and working environment where all staff, students, visitors, contractors and stakeholders are welcomed. No one should experience less favourable treatment or discrimination because of their age; any disability they may have; ethnicity, colour or national origin; their gender, their gender identity or reassignment; marital or civil partnership status; being pregnant or recently had a baby; their religion or beliefs, their sexuality and sexual orientation. The Academy also recognises that students and staff members have different needs and that these may also be shaped by their family responsibilities or their socio-economic backgrounds.
- 1.3 The Academy recognises that members of staff and students may have a range of aspirations and goals and wishes to provide a positive working and learning environment. All staff and students should have equal access to the full range of institutional facilities and adjustments to working and learning practices are considered wherever appropriate in order to accommodate a more diverse community.

2 The Academy's responsibilities

- 2.1 The Academy is committed to :
 - eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
 - foster good relations between people who share a relevant protected characteristic and people who do not share it.
- 2.2 Equality and Diversity are integral to policy formulation, planning and projects and courses.

3 Responsibility for Equality and Diversity

3.1 The Board of Governors has overall responsibility for the effective implementation and compliance with the Equality Act (2010).

3.2 The Executive are responsible for ensuring that a culture which fosters equality and diversity where staff, students and visitors :

- treat others with respect at all times, and promote an environment free of all kinds of bullying and harassment;
- actively discourage discriminatory behaviours or practices
- participate in training and learning opportunities that would enable them to adopt best practice

They will also ensure that any new or updated policies and procedures are analysed for any adverse impact they might have on equalities, and take any necessary action to mitigate this.

3.3 The Equality & Diversity Advisory Group is responsible for:

3.3.1 Overseeing the compliance with the Equality Act 2010

3.3.2 Promoting the delivery equality objectives across the Academy

3.3.3 Updating the Academic Board and the Board of Governors on equality issues and compliance

3.4 Managers are responsible for ensuring that the activities of their department are in keeping with this statement. All managers must set an appropriate standard of behaviour and lead by example. They must ensure that those they manage adhere to the Academy's policies and promote our aims and objectives with regard to equality and diversity. Managers will be given appropriate training on equality and diversity awareness and recruitment and selection best practice.

3.5 All members of staff and students have personal responsibility to comply with this Policy, and treat all members of the Academy community with respect and dignity.

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