



Empire College London

Equality and Diversity Policy

Empire College London is committed to fostering an environment in which both students and staff are treated with dignity and respect, and the worth of each individual is acknowledged.

The College 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 college activities and resources
- is given the support that is relevant to their course and circumstances

The College's goals reinforce the Equality Act 2010 through its commitment to developing and maintaining high-quality, safe learning environments for all students and staff.

Under the Equality Act, there are nine protected characteristics. It is unlawful to discriminate against someone because of one or more of the following protected characteristics:

- age
- gender reassignment
- 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 collaborations the College may have.

Any direct or indirect discrimination against any existing or potential student, staff member, or visitor will not be tolerated.

All staff and students are responsible for providing comprehensive and proactive support for the policy by ensuring that it is known, understood, and applied at all times.

As an education provider, during the process of student recruitment and selection, applicants are assessed based on their English language proficiency, academic characteristics, educational background, and personal motivation, which should align with the requirements of the course level for which they are applying.



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In the College, students' progress on assessments, all forms of support, and access to college facilities and extracurricular activities are provided on equal terms for everyone.

Empire College London treats all students equitably and fairly during all recruitment, selection, and study stages.

As an employer, Empire College London treats all part-time and full-time employees and job applicants equally and fairly. Throughout the recruitment and selection process, employees are assessed based on their qualifications, work-related performance, professional attributes, work experience, and personal motivation.

Responsibilities of staff and students

Staff:

- Senior management is responsible for ensuring the College meets all aspects of the Equality Act 2010.
- Provide a working environment that is free of discrimination or harassment in any form.
- Take the necessary steps to meet the needs of people from protected groups that differ from those 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 displayed materials they use do not offend others.
- Treat everyone politely and fairly, making them feel welcome in the College.
- 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.

Communication:

To ensure that current and prospective staff, students and other service users are aware of the College's equality and diversity policy, the policy will be provided on the College website, referred to as part of the staff and student induction processes. Staff and students have access to this policy on the college VLE.

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 senior management team.