

Equal Opportunities Policy

This policy aims to explain our commitment to diversity and equal opportunities in the workplace.

Policy Statement

We are an equal opportunities employer. We are committed to providing equal opportunities throughout all stages of employment, including in recruitment, selection, training and promotion.

We employ you on the basis of the merit, experience, potential and personal attributes you bring to the job and regardless of your gender, marital/civil partnership status, sexual orientation, race, colour, national or ethnic origin, nationality, religion, belief, age or disability (the "Protected Characteristics"). We recognise that people from different backgrounds can bring fresh ideas and perceptions, which helps us meet the needs of our staff and our students. We believe that each individual is entitled to dignity and respect. We require all our staff to adhere to acceptable levels of conduct and behaviour to allow everyone to work to their fullest potential without harassment, bullying or intimidation.

Recruitment, Promotion & Training

Our objective is to attract job applications and applications for promotion from the best possible candidates regardless of Protected Characteristics.

Appropriate training will be provided to allow you to perform your job effectively.

Individual Responsibility

You have a responsibility to observe and comply with this Policy.

Discrimination and harassment are subjective, i.e. it is how the individual receiving the conduct or treatment perceives it to be for him/her. Even if you think your behaviour is acceptable (e.g. friendly banter), it may be very different for the other person, and they are quite likely not to tell you this out of embarrassment or because they do not want to come across as not fitting in. You need to be aware of the sensitivities and perceptions of others.

We will take seriously any act of discrimination or harassment you commit against another member of staff. If you are aware of discriminatory treatment committed by other staff you should report them to us. Discrimination and harassment constitute a disciplinary offence and may amount to gross misconduct in certain circumstances.

Any complaints about discrimination or harassment will be handled under the grievance procedure.

Our Commitments

Regardless of any Protected Characteristic, we seek to ensure that

- we treat all staff fairly and on merit
- new jobs and promotions are given to the best possible candidates
- appropriate training is provided
- reasonable adjustments are made for staff with a disability
- you have a clear understanding of the action you may take if you feel you have been treated unfairly (e.g. under the Grievance Policy)