

Equality, Diversity and Inclusion policy

Seven Springs Education



**Seven Springs
Education**

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1. The organisation's commitment

Seven Springs Education is committed to encouraging equality, diversity and inclusion among our workforce and student-body and eliminating unlawful discrimination.

2. For staff and others working for Seven Springs Education

2.1 Aim

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each person working for us to feel respected and able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all working for us, whether temporary, freelance, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment/work, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

2.2 Commitments to Staff

Seven Springs Education commits to:

- Encouraging equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all working for us are recognised and valued.

This commitment includes training managers and all others working for us about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include conducting oneself to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All those working for us should understand they, as well as Seven Springs Education, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their duties, including against fellow tutors, leadership,

customers (including students and parents), and the public

- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by those working for us, customers (including students and parents), the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Making opportunities for training, development and progress available to all who work for us, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Making decisions concerning those who work for us based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

2.3 Links to Other Policies

Details of the organisation's grievance and disciplinary policies and procedures can be found in the Staff Disciplinary Procedures Policy and Staff Grievances Policy.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

2. For students

Seven Springs Education - in providing educational services - is also committed against unlawful discrimination of customers or the public.

2.1 Aim

The aim is for each student to feel respected and able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all students in our classes

2.2 Commitments to Students

Our organisation and those who work for us endeavour to uphold and promote the following:

- All students are equal regardless of their religious beliefs, sexual orientation, race, gender, and gender identity.
- Differences are respected, recognised, and valued because diversity is a strength.
- Positive relationships and attitudes are fostered throughout the learning environment.
- A shared sense of belonging and inclusion is encouraged in the classroom.
- We actively observe and promote equalities practices for those who work for us.
- We have the highest expectations for all our students.
- We work hard to raise standards for all our students, especially those most vulnerable.
- We challenge stereotyping and prejudice.

2.3 Links to Other Policies

Details of our organisation's child protection and safeguarding procedures can be found in our Child Protection and Safeguarding Policy. This can be viewed on our website.