

Equality & Diversity Policy



Commitments

We will:

- Aim to ensure that no one is treated less favourably than any other and all feel included;
- Aim to provide an inclusive and harmonious place to work and study where equality and diversity is promoted, valued and the rights and dignity of individuals are respected;
- Not tolerate any form of prejudice, discrimination, victimisation or harassment against employees, learners, or members of the public.

The Equality Act 2010 identifies protected characteristics which protect individuals from discrimination due to their:

- age
- disability
- gender reassignment
- race
- religion/belief
- sex
- sexual orientation pregnancy/maternity
- marriage/civil partnership (staff only)

We will work to ensure that all our learners, employees and visitors, as well as those who apply or seek to apply for work or study with us, are treated fairly and are not subjected to discrimination Innersummit on any of these grounds.

Scope

This policy relates to:

- Members of the Board
All staff (prospective and current)
Former staff (in some circumstances)
- Learners (prospective, current)
Former Learners (in some circumstances)
- Disabled people (who hold or have applied for qualifications conferred by Innersummit)
- Contractors, partners and third party providers
Visitors and volunteers

With regard to staff, this policy applies to (but is not limited to) advertising of jobs, recruitment and selection, training and development, opportunities for promotion, conditions of service, reward, facilities, health and safety, conduct

at work, grievance and disciplinary procedures and termination of employment (and beyond where provision of employment references are required).

With regard to learners, this policy applies to (but is not limited to) admissions, teaching and learning, learner support, facilities, health and safety, personal conduct, student references, complaints and disciplinary procedures.

With regard to contractors, partners and third party providers this policy applies to work and services provided on behalf of Innersummit.

Strategy for Implementation

In order to realise this commitment we will:

- Challenge inequality, prejudice and discrimination.
- Promote diversity in all its aspects, including employing a workforce and recruiting learners to reflect the community we serve.
- Treat all people with respect and dignity.
- Provide an environment free from prejudice, harassment, discrimination (direct/indirect), discrimination arising from disability and victimisation. Where it is reasonable to do so make adjustments to enable equal access to Innersummit resources and services ensuring that none are treated less favourably
- Ensure that equality and diversity is embedded with Innersummit's policies, procedures and Charters.
- Ensure that all policies, strategies and procedures are Equality Impact Assessed to ensure that, where appropriate, they promote equality and do not unlawfully discriminate
- Inform all staff and learners about our commitment to equality and diversity. Ensure that the learner's experience at Innersummit makes them more aware of equality issues.
- Promote our commitment to equality and diversity through positive statements and images in marketing and communications activities
- Ensure that any organisation that delivers services on behalf of Innersummit (or works in partnership with Innersummit) understands our commitment to equality and diversity and eliminate discrimination.

Responsibilities:

- The Programme Director is designated to have overall responsibility for equality and diversity.
- All staff have a contractual obligation to be committed to the equality and diversity policy and be proactive in its promotion and implementation.

Measuring Impact

Innersummit is committed to the collection and analysis of data in order to assess performance, identify emerging issues, areas of success and measure the impact of corrective actions.

Specific targets for improvement will be set, regularly monitored via Stand Ups, success and key issues presented to the Programme Director.

Positive Action

We will use positive action measures to alleviate disadvantage experienced by people sharing a protected characteristic, reduce their under representation in relation to particular activities or meet their particular needs.

Complaints Procedure

If a learner or employee believes they have suffered any form of discrimination, harassment or victimisation Innersummit will take this very seriously. All complaints will be dealt with in accordance with the appropriate procedure, i.e. learner complaints procedure, learner harassment/bullying procedure or grievance procedure.