

## 1. Introduction

London Bridge Business Academy is committed to creating a culture in which diversity and equality of opportunity are actively promoted and in which unlawful discrimination is not tolerated.

The aim of this policy is to ensure that equality principles and practices are embedded in all the London Bridge Business Academy policies and practices. Each member of staff and each student have a duty to support and promote the aims of this policy.

All staff and students, both existing and potential, should receive equal and fair treatment in all aspects of college life. The College seeks to ensure that a suitable working and studying environment is provided which is free from discrimination and where all members are treated with dignity and respect and are valued individuals.

Successful implementation of this policy is dependent on commitments from the relevant awarding bodies and the College Committee.

London Bridge Business Academy recognizes the following key areas in which the Equality Act will apply and be considered.

- Strategic planning.
- Student admissions and recruitment processes.
- Student assessment, achievement and progression in a fair and objective manner.
- Curriculum, teaching, learning methods and quality management.
- Student support, including careers guidance services, counselling advisory services, housing and accommodation.
- Student appeals, discipline, and complaints procedure.
- Staff recruitment, selection, promotion, development & training, job evaluation, pay discipline, complaints and dismissal.
- Partnership and community links.
- Relationships with suppliers, agents and contractors.
- Take reasonable steps to avoid a disadvantage to a disabled person caused by a provision, criterion or practice (EA UK 2010 Ch2 20(3)).
- Take reasonable steps to avoid a disadvantage to a disabled person caused by a physical feature (EA UK 2010 Ch2 20(4)).
- Adhere to Equal Opportunities Legislation.
- Operating a Diversity and Equality Policy.
- Working with Awarding Bodies to ensure we will fulfil our duties under the Equality Act 2010.

This list is not intended to be exhaustive and may be revised as appropriate and on a regular basis.

The College aims to uphold a culture where harassment and bullying do not occur. Any incidents are regarded extremely seriously and maybe grounds for disciplinary action including dismissal or expulsion.

Staff and students are expected to operate in accordance with the policies on Equal Opportunities and Disability and to operate with due regard to the Health & Safety Policy.