



Leeds Language College Ltd.

EQUALITY AND DIVERSITY POLICY

Leeds Language College Ltd. is committed to a comprehensive policy on Equality and Diversity for all its staff and students. This policy aims to prevent discriminatory practices and seeks to create a culture where staff and students can reach their full potential.

It is the college's policy to select and treat staff and students on the basis of their merits only and irrespective of age, race, colour, nationality, ethnic origin, creed, religion, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status, family circumstances, pregnancy or maternity status, belief or non-belief, social or economic class, employment status or any other criteria that is a protected characteristic and/or cannot be shown to be properly justifiable.

Leeds Language College Ltd is committed to providing a learning, working and social environment in which the rights and dignity of all its members are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment and bullying. This Policy is intended to create a culture where all forms of discriminatory behaviour are unacceptable and will not be tolerated.

1. Responsibilities:

Leeds Language College Ltd. expects all staff and students to behave in accordance with the Equality and Diversity Policy and the college Code of Conduct.

All college staff and students are covered by the Equality and Diversity policy and have a duty to comply with it.

2. Application:

Leeds Language College Ltd will apply the Equality and Diversity Policy to all areas of employment including:

- Recruitment and selection of staff
- Promotion opportunities
- Evaluation of jobs and grading
- Training and development opportunities
- Discipline and grievance procedures
- Redundancy procedures
- Dismissals

Leeds Language College Ltd will apply the Equality and Diversity Policy to its relationship with students including:

- Access and admission to courses
- Delivery of Student Support Services
- The content of the curriculum and teaching styles
- Assessment

Where staff or students have particular requirements related to Equality and Diversity these will be dealt with objectively and accommodated where reasonable and practicable.

3. Implementation

Leeds Language College Ltd undertakes to:

- Review the policy on an annual basis,
- Provide Staff with Equality and Diversity Training,
- Include topics related to equality and diversity in classes and ensure all students are informed of the college Code of Conduct,
- Investigate alleged breaches of the Policy under the college's disciplinary procedures,

V. 1/2022.