



Equality and Diversity Policy

POLICY STATEMENT

Pearson College is committed to equal opportunities for all, irrespective of colour, race, ethnicity, national origins, gender, transsexual / transgender, age, religion or belief, sexual orientation, disability, marital / civil partnership status, unrelated criminal convictions, or any other characteristic not specifically related to relevant aptitudes, potential skills and abilities.

Pearson College will promote equality and diversity, as a basic principle of respect of the individual. This policy applies to all staff (including contractors) and to all students and other external stakeholders.

We are committed to developing and maintaining a working and learning environment that is free from unfair and unlawful discrimination and harassment. Employees and students will receive equal and fair treatment irrespective of personal characteristics.

Pearson College recognises that change is essential to promote and sustain Equality and Diversity across the organisation, and will:

- Develop and implement practices and programmes that enable previously under-represented groups to work and compete fairly within Pearson College.
- Develop processes that set aspirations and measure progress towards diversity commitments.
- Establish processes that ensure a clear and shared responsibility for integrating Equality and Diversity into the Pearson College culture.
- Analyse programme performance data in order to set objectives which aim to ensure equal access to and achievement at Pearson College.

An essential underpinning of Equality and Diversity is a business environment free of any discrimination, (Direct and Indirect) harassment and bullying. Harassment represents any unwanted behaviour or conduct based on a person's characteristic, which is offensive to the recipient. The College will not tolerate or condone harassment of employees, students or any other individual associated with Pearson College.

Any employee or student, whose actions or behaviour are found to be in violation of our Equality and Diversity policy standards will be considered as having committed a serious offence and as such will be dealt with through the Pearson and Pearson College counselling and disciplinary procedure.

The Principal accepts overall responsibility for all matters, including those regarding equality and diversity.

Responsibilities

Pearson College Vice Principals, Directors and Managers are responsible for:

- Implementation of the policy in their area of responsibility.
- Ensuring that all policies and procedures are consistent with this policy.
- Actively promoting this policy.
- Ensuring that the policy is integrated into the way we work and is not seen in isolation.
- Ensuring that the recruitment of staff and students is carried out in accordance with equal opportunities best practice.
- Ensuring Equality and Diversity communication and training within the company, and to students on Pearson College programmes.
- Monitoring the performance of equality and diversity within the college and the programmes delivered.

Employees are responsible for:

- Promoting equality and diversity within the College.
- Where appropriate, make a positive contribution in supporting our Equality and Diversity policy.
- Reporting any known violations of this policy.

Students are responsible for:

- Conducting themselves and treating others in accordance with the principals of this policy
- Reporting any known violations of this policy to their Personal Supervisor or the National Programme Manager for their programme.

Promotion of this Policy

A copy of this policy statement will be published on the Pearson College website. Pearson College will promote this policy to all staff and students via induction programmes.

Staff & Student Training and Awareness

All Pearson College staff will be given appropriate equal opportunities training in order to carry out their responsibilities for implementing this policy. Students are given equal opportunities information at their induction. Student behaviour is continuously monitored, and where appropriate challenged by Pearson College staff. We will use training and awareness as the first steps to tackle incidents of discrimination, harassment or bullying. Where this proves not to be effective, action will be taken under the appropriate staff or student disciplinary process.

Policy Review and Monitoring

Pearson College reviews programme participation and achievements within the annual self-assessment report and this will continue to be used to make judgements and inform improvement actions. This Policy will be reviewed annually, and where appropriate revised in accordance with developments in the College and the wider business together with updates to equality legislation.

ANNEX 1 – DEFINITIONS

Definitions

Direct Discrimination – Occurs where someone is treated less favourably on the grounds of age, disability, race, religion or belief, sex or sexual orientation, than another person would be treated in the same or similar circumstances.

Associative Discrimination – This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perceptive Discrimination – This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect Discrimination – This occurs when a condition is applied to everyone, but in practice puts people from a particular group at a particular disadvantage when compared with others, and cannot be legally justified within the circumstances

Harassment – Harassment is unwanted conduct that has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Third Party Harassment – the equality act makes you potentially liable for harassment of employees by people (third parties) who are not employees of your company, such as customers and clients. Liability applies when harassment has occurred on at least two previous occasions, the employer is aware that it has happened, and has not taken reasonable steps to prevent it from happening again

Victimisation – This occurs where a person is treated less favourably than another because they have made a complaint, brought proceedings, or given evidence about someone who has been accused of discriminating against them

Offensive – Within this policy this relates to images that are felt by any individual: to violate, offend against, to be unpleasant, or disgusting, which result in the individuals anger or annoyance.

Person responsible	Deputy Vice Principal (Academic Affairs)
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