

## Diversity and Inclusion Policy

0161 Education CIC



Policy Owner	0161 Education CIC
Reviewed Date	29/10/24
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Reviewed By	Jozef Chlebik

0161 Education helps children and young people shift their mindset to make positive choices for themselves and those around them. We care about the individual. We commit to each programme. We provide change.

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### 1. Statement of intent

0161 Education CIC is committed to encouraging equality, diversity and inclusion among our staff, volunteers and students, alongside eliminating unlawful discrimination.

The aim is for our academy to be truly representative of all sections of society and for staff and students to feel respected and able to give their best.

0161 Education CIC in providing services and/or facilities is also committed against unlawful discrimination of staff and students.

### 2. Purpose of this policy

This policy's purpose is to;

- Provide equality, fairness and respect for all our staff, volunteers and students, whether temporary, part-time or full-time.
- Not unlawfully discriminate, the Equality Act 2010 lays out protected characteristics as;

- Age
- Disability
- Gender Reassignment

- Marriage and civil partnership
- Pregnancy and Maternity
- Race (Including color, nationality, ethnic origin)
- Religion or belief
- Sex
- Sexual Orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in;

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other developmental opportunities

### **3. Our commitments**

The organisation commits to;

1. Encourage equality, diversity and inclusion in the organisation as they are good practice and make ethical sense.
2. Create 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 staff and students are recognised and valued.

This commitment includes training for all about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow staff and students.

3. 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.

4. Make opportunities for training, development and progress available to all staff, 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.

5. Make decisions concerning staff and students being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment practices and organisational procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor 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.

#### **4. Agreement to follow this policy**

The equality, diversity and inclusion policy is fully support by all staff and senior management at 0161 Education CIC.