



**Policy Name: Equality and Diversity Policy**

Date policy written/amended	Amended/written by	Authorised by	Next review due
August 2018	Sarah Cox	Sarah Cox	August 2019
June 2019	Sarah Cox	Sarah Cox	June 2020
June 2020	Sarah Cox	Sarah Cox	June 2021
June 2021	Sarah Cox	Board of Directors on 8 <sup>th</sup> June 2021	June 2022
June 2022	Sarah Cox	Board of Directors 14 <sup>th</sup> June 2022	June 2023
01.08.23	Sarah Cox	Board of Directors 5 <sup>th</sup> September 2023	September 2024

**Equality and Diversity Policy**

**The Melton Learning Hubs Equality and Diversity statement to our Students**

**Proud of our Difference**

**We are not all the same. What a boring world we would live in if we were.**

**At the Melton Learning Hub we draw on the difference experiences, backgrounds and how we think to offer a vibrant learning experience.**

**Whatever your previous experience is of education we want you to leave having been supported and celebrate your success.**

**The formal policy**

**1.0 The Melton Learning Hub is committed to equality of opportunity in services and employment. If concerns are raised that any member of staff is failing to adopt this policy in their behavior then our HR provider will be consulted as to action that should be taken. The Melton Learning Hub consider this policies application part of our Code of Conduct.**

1.1 The board of Directors wants to create a culture where people of all backgrounds and experience feel appreciated and valued. It is totally committed to achieving equality of opportunity in service delivery and employment. Students and parents who access services and job seekers and employees will be treated fairly and without discrimination. Discrimination on the grounds of race, nationality, ethnic or national origin, religion or belief, gender, marital status,

sexuality, disability, age or any other unjustifiable criterion will not be tolerated.

1.2 The board of directors is opposed to all forms of unlawful and unfair discrimination (including harassment of any kind). The Directors and Management will take appropriate action wherever instances of discrimination and harassment occur, in the delivery of services and in the course of employment. It will work effortlessly with its partners to develop effective procedures and policies to combat all forms of unlawful discrimination and to share good practice.

1.3 The Board of Directors will fulfil its legal obligations under the Sex Discrimination Act 1975, Equal Pay Act 1970 (as amended 2004), Race Relations Act 1976 (as amended 2000), the Disability Discrimination Act 1995, the Employment Equality (Sexuality) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003 and other European Union Employment Directives, such as that covering age.

## **2.0 Delivery of Services**

2.1 The Board of Directors will ensure that all services are provided fairly and without discrimination. Reasonable adjustments will be made so that services are accessible to everyone who needs them. Cultural and language needs will be recognised and services will be provided which are appropriate to these needs where possible.

2.2 The Senior Management Team and the Board of Directors will monitor the provision and outcomes of services and the information collected will be used to inform service planning and delivery

2.3 The board of Directors takes complaints seriously. Students, parents, employees and job seekers, who feel they have been unfairly treated, have the right to use the Hubs complaints procedure.

## **3.0 Employment**

**The Melton Learning Hub committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability or age.**

### **The formal policy on employment**

3.1 The Board of Directors will work towards creating a workforce which reflects the nation's diverse population. It will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment with the Hub.

3.2 All employees have equal access to training and career development regardless of any of the considerations mentioned above. The training needs of particular groups of employees who are under-represented in specific occupations and management posts will receive positive attention.

3.3 Comprehensive monitoring of the workforce and job applicants by ethnic origin, gender and disability is undertaken and is published. Where required, we will consider introduction of monitoring in other equalities areas. The purpose of monitoring is to evaluate the effectiveness of the Equal Opportunities Policy and take action where evidence shows unfair treatment or where particular communities are not adequately reflected within the workforce.

3.4 An employee who has a concern regarding unfair discrimination or harassment at work may approach the Board of Directors. This does not affect an employee's right of reference to an employment tribunal within the statutory time limits.

## **4.0 Responsibility of all Melton Learning Hub Employees**

**We expect our staff team to respect and celebrate the differences of our students supporting them on their journey of exploration through the teenage years. Understanding and respecting that for many students this is a difficult process. The Melton Learning Hub expects its staff team to offer a supportive learning and development environment for all.**

4.1 The board of Directors requires all its employees to behave in ways that promote equality and are non-racist, non-sexist and generally non-discriminatory. This applies to the way they behave to members of the public in the delivery of services and to other employees in the course of their work.

4.2 Employees should participate actively in measures introduced by the Hub to ensure that there is equality of opportunity and non-discrimination. Employees should also draw the attention of management and or the Governing Body to alleged unlawful or unfair discriminatory acts or practices.

4.3 Should employees, through the course of their employment, be found to have caused or encouraged discrimination, this will be regarded as a particularly serious offence, rendering them liable to disciplinary action.