



Equality and Diversity Policy

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Authority: Director, Connect2Education Ltd

Executive Summary

Connect2Education Ltd is committed to treating all people equally and with respect and aims to safeguard those who may face inequality or harassment due to one or more of the nine 'protected characteristics: age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Connect2Education is committed to taking positive steps to eliminate discrimination in its policies, practices and procedures and this intention underpins our Equality and Diversity Policy.

See the Equality Act 2010: -

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

Connect2Education has not produced this policy in the spirit of compliance, but because we are committed to the principles on which it is based.

Connect2Education wishes to break down barriers that lead to discrimination, be these barriers attitudinal, informational, environmental, organisational, or cultural.

We consider it our duty to:

- promote equality of opportunity
- eliminate any form of harassment related to any of the nine protected characteristics (see above)
- promote positive attitudes to all people
- be pro-active in taking account of discrimination or harassment

Forms of discrimination

Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above. For example, rejecting a job applicant on the grounds of their race because they would not "fit in" would be direct discrimination.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage. For example, a requirement to work full time puts women at a particular disadvantage because they generally have greater childcare commitments than men. Such a requirement will need to be objectively justified.

Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment or supported someone else's complaint.

The policy places positive responsibilities on us to work towards a more equal society by mainstreaming equality into the way in which we carry out our functions.



Equality Statement

At Connect2Education Ltd we are committed to the promotion of equality, diversity and a supportive environment for all.

We aim to:

- Anticipate any specific or additional needs of staff, trainees, students and clients.
- Recognise the particular contribution to achievements of Connect2Education made by individuals with a wide range of backgrounds and experiences.
- Foster independent learning, whilst creating an environment in which all stakeholders feel they can declare their support requirements.
- Maximise our capacity to create career opportunities for all people in which they are in no way disadvantaged in comparison with their peers and colleagues.

Connect2Education will ensure that:

- All candidates who meet the essential criteria for job vacancies are automatically invited for interview and considered on their abilities.
- Clients, Trainees, Students and staff have access to appropriate Support, adaptations and development opportunities, to enable them to be fully included in the life of Connect2Education.
- The views of trainees, staff and students, who identify as being contained within the nine protected characteristics, are taken into account at all times when their requirements are being assessed or discussed.
- With the individual's consent, staff have the relevant information to offer their full support.

Connect2Education Ltd is committed to eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people.

Through this policy we aim to make equality central to the way Connect2Education Ltd carries out all its public functions, so that it becomes a central part of its policy making, service delivery and employment practices.

In doing this, we believe this will help us to:

- raise standards across the business
- target action to remove any inequalities
- create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, and challenge and prevent discrimination
- prepare young people and students to live and work in a diverse society
- attract a motivated and loyal staff where all individuals are valued and feel that they can reach their full potential
- make full use of the skills and different perspectives in the community



Responsibilities

The Director and Senior Management are responsible for the implementation of this policy. They also have responsibility for the implementation of the Policy in their spheres of operation and among the staff, trainees, students and clients for whom they are responsible by identifying existing and potential barriers and developing strategies to remove them.

All staff have responsibility for adhering to the policy and for minimising the impact of discrimination on students, colleagues and indeed all those with whom they come into contact in the course of their work.

The Directors and Senior Leads of Connect2Education Ltd wish to set out clearly the following responsibilities.

They will:

- provide a consistent, high-profile lead on issues covered by the policy
- promote general awareness of the policy within and outside the business
- allocate appropriate resource to support the structures and activities set out in the policy ensure that there are procedures in place and members of staff responsible, for dealing with incidents of discrimination or harassment.

All staff will:

- promote equality and diversity and oppose all forms of discrimination.
- deal with discrimination and be willing and able to identify and challenge all forms of bias and stereotyping

Clients, Contractors and Service Providers are required to comply with this policy.

Conclusion:

Whilst we acknowledge that the obligation to work towards eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people of different groups rests with the Director of Connect2Education Ltd our success will, in part, depend upon the support and co-operation of our clients, staff, trainees, students and other partners. The benefits of implementing a successful policy are far-reaching and we are optimistic that with such support we can make improvements that will have a significant impact on the lives of everyone involved with Connect2Education Ltd.