



**TILEYARD EDUCATION
EQUALITY AND DIVERSITY POLICY**

Policy Owner: Head of Student Services

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PURPOSE

The Equality Act 2010 and the Equality Amendment Order 2012 require Tileyard Education (TYE) to maintain an Equality & Diversity policy to guarantee TYE's commitment to develop an inclusive and supportive environment for students and staff where all are able to participate and where everyone has the opportunity to fulfill their potential.

This policy is to be used in conjunction with;

- Equality, Diversity and Inclusivity manifesto.
- Disability Policy & Procedure General Principles

Within a context of respecting difference, TYE is committed to ensuring that there is equal opportunity for all regardless of race, disability, gender, age, neurodiversity, religion or belief, sexual orientation or socio-economic status.

TYE will not discriminate unfairly on the grounds of race, disability, gender, age, neurodiversity, religion or belief, sexual orientation or socio-economic status.

TYE is committed to removing unfair and discriminatory practices in all contexts and at all levels and, as a result, to encourage full contribution from its diverse community. TYE is committed to actively opposing all forms of discrimination and calls on all members of its community to make a similar personal commitment.

TYE is committed to providing education and training to meet the aspirations of all its students. TYE believe that all its students, employees and visitors are entitled to be treated with dignity and, as such, that discriminatory behaviour will not be tolerated towards its staff or students.

Equality and diversity priorities will align with and underpin all strategic planning at TYE as well as operational planning at all levels.

TYE will make reasonable adjustments for students and staff in accordance with identified needs wherever possible within the statutory criteria.



SCOPE

This policy covers all aspects of TYE's academic provision and business process including, but not limited to, programme development, student recruitment and admissions, learning and teaching, assessment, advertisements, recruitment, induction, pay, conditions of service, staff development, change management, promotions, grievance and disciplinary procedures and course development.

This policy also applies to relationships with other institutions, with suppliers and contractors and with potential students and employees.

DEFINITIONS

Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are or would be in the same or similar circumstances on the grounds of race, disability, gender, age, neurodiversity, religion or belief, sexual orientation or socio-economic status. Discrimination may be direct or indirect.

Protected Groups

- 2.1 Race
- 2.2 Disability
- 2.3 Gender
- 2.4 Age
- 2.5 Neurodiversity
- 2.6 Religion or belief
- 2.7 Sexual orientation
- 2.8 Socio-economic status

Direct Discrimination

Direct discrimination occurs when a person or a policy, criterion or practice intentionally treats a person less favourably than another on grounds related to their identity as one of the protected groups above.

Indirect discrimination

Indirect discrimination occurs when a person or a policy, criterion or practice applies equally to all but:



- is detrimental to a considerably larger proportion of people from a group identified as having one or more of the protected characteristics than from the general populace
- the need for the application of the policy cannot be justified on a neutral basis
- the person to whom the policy, criterion or practice is being applied suffers unfair detriment from the application of said policy, criterion or practice

Harassment

Harassment occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. The Protection from Harassment Act 1997 makes harassment a criminal offence. Victimisation occurs when a person is treated less favourably because they have brought or intend to bring internal or legal proceedings or they have given or intend to give evidence in an internal or legal proceeding.

Discriminatory Language

As a general rule, if age, gender, sexual preference, or ethnicity, or any other category of identification or difference, is not relevant to a discussion, then it should not be specified. If it is relevant, then it should be discussed respectfully. The use of offensive language, derogatory terms, stereotypes, or generalisations about an individual or group will not be tolerated.

The following are some of the major forms of discriminatory language: extra visibility, invisibility, stereotypes, derogatory labels, offensive language & trivialising language.

CONDUCT

Any employee, or contractor who is found (after investigation), to have acted in a manner which contravenes this policy towards students, tutors, customers or suppliers, fellow colleagues and partners of Tileyard Education will be subject to potential disciplinary procedures and action.

RESPONSIBILITIES

Every member of the TYE community has a moral and legal responsibility to promote equal treatment and opportunity within the community and to respect its diversity.

TYE expects that all students, employees and visitors will act in such a way as to avoid subjecting others to direct or indirect discrimination and/or harassment or victimisation on the grounds of their race, disability, gender, age, neurodiversity, religion or belief, sexual orientation or socio-economic status.



The Board of Directors take responsibility for achieving the objectives of this policy and for ensuring compliance with the Equality Act 2010 and the Equality Act Amendment Order 2012.

The managing director is responsible for matters relating to equality of opportunity in student recruitment and admissions, for developing policies which meet legislation and best practice, for monitoring the impact of these policies on different minority groups, and for providing relevant student recruitment and admissions statistics.

The head of teaching and learning is responsible for matters relating to equality of opportunity in learning, teaching and assessment, for developing policies which meet legislation and best practice, for monitoring the impact of these policies on different minority groups, and for providing relevant student statistics.

The managing director is responsible for matters relating to equality of opportunity in employment, for developing policies which meet legislation and best practice, for monitoring the impact of these policies on different minority groups, and for providing relevant employment statistics.

Students and staff are responsible for ensuring that their actions are carried out in accordance with this policy. They may be held personally to account should their actions fall short of the requirements of this policy in any way.

IMPLEMENTATION AND COMMUNICATION

The managing director will be responsible for the coordination of policy initiatives. These initiatives will be developed in consultation with students and staff. Students and staff will be regularly informed of their responsibilities towards the promotion and implementation of relevant policies and procedures and regular training and development will be provided.

The Equality and Diversity policy is available on the VLE and Tileyard Education website.

BREACH OF THE POLICY

TYE will take seriously any instance of non-adherence to the Equality and Diversity policy by students, staff or visitors. Any instances of non adherence will be investigated with the intent of resolving matters. Where appropriate, such instances may be considered under the relevant disciplinary policy for staff or students.