



Pulse and Water College

138, Eynsham Drive, Abbey Wood London SE2 9PT

<b>EQUALITY AND DIVERSITY POLICY</b>			
<b>Date</b>	<b>Review Date</b>	<b>Pastoral Lead</b>	<b>Proprietor</b>
<b>24<sup>th</sup> November 2022</b>	<b>24<sup>th</sup> November 2025</b>	<b>Osita O'Like</b>	<b>Dr Temi Ladenika</b>

### **Introduction**

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring equality and diversity.

### **Aims**

Pulse and Water College is committed to advancing and achieving equality of opportunity for all students, parents / carers / associated persons, staff, advisory board members and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community. Thus we promote and achieve equality of opportunity for all students, parents, staff, advisory board members and visitors

### **Scope**

This policy encompasses the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

Any discrimination, harassment and victimisation on the basis of any of these 9 protected characteristics are disciplinary offences and could result in dismissal.

## **Values, principles and standards**

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and advisory board members
- Accountability for compliance with this policy by all members of the company and centre and others engaged in related business or activities.

## **Objectives**

The objectives of this Equality and Diversity Policy are to:

- (i) develop an ethos which respects and values all people
- (ii) actively advance equality of opportunity
- (iii) prepare students for life in a diverse society
- (iv) promote good relations amongst people within the company, centre, community and the wider communities within which we work
- (v) eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour
- (vi) deliver equality and diversity through our policies, procedures and practice
- (vii) make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to our provision and activities.
- (viii) take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations
- (ix) monitor the implementation of equality and diversity within our organisation
- (x) set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

## **Communication of Equality and Diversity Policy**

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons, staff, advisory board members, partners, stakeholders, contractors and visitors to the centre. Copies are available through our office and Website.

## **Employment**

We will promote employment practises designed to eliminate discrimination and ensure that no job applicant receives less favourable treatment on the grounds of sex, race, colour, religion, disability, ethnic or national origin, sexual orientation or social class. All job applicants will be treated equally and fairly in the recruitment process. The successful applicant will be recruited on the basis of ability, experience and skill.

## **Responsibilities and accountabilities**

The head teacher is responsible for:

- making sure the centre and consultancy follows all equality and diversity policies and codes, and meets its legal responsibilities with respect to equality
- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the College
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the College implements its equality and diversity policies and codes of practice

The proprietor is responsible for:

- putting the centre equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation

All staff (teaching and non-teaching) are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors

- keeping up-to-date with equality law and participating in equal opportunities and diversity training

Students are responsible for:

- respecting others in their language and actions
- obeying all of the College's equality and diversity policies and codes

### **Monitoring and review**

This Equality and Diversity Policy has been developed collegially by all staff and management of the Centre. The Policy has been approved and adopted by the directors and advisory board. A task group will review the policy as required to ensure it remains compliant with Equality legislation.

Monitoring the implementation of this policy and associated codes of practice is the responsibility of the proprietor.

Dr Temi Ladenika 24<sup>th</sup> November 2022

**Next Review** 24<sup>th</sup> November 2025  
Reviewer: Janet Soniregun