




# Equality and Diversity Policy

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## EQUALITY AND DIVERSITY POLICY

The Equality Act 2010 builds on previous equality and diversity legislation by introducing nine “protected characteristics” affording students, tutors and staff protection from discrimination, harassment and victimisation on the basis of their personal characteristics, perceptions about them or because of their association with people from the protected groups. The Act gives protection in respect of the following characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (Gender)
- Sexual Orientation

Beyond Horizons Tuition is committed to creating and sustaining a positive and supportive working environment for the tutors and staff and an excellent teaching and learning experience for its students, where tutors are valued and respected, and students are encouraged to thrive academically. As a provider of employment and education, Beyond Horizons Tuition values the diversity of its staff, tutors and students and is committed to providing a fair, equitable and mutually supportive learning and working environment for its students and tutors.

Objectives:

1. To provide effective leadership in equality and diversity matters.
2. To review and assess policies, procedures and practices by analysing equality data to ensure that Beyond Horizons Tuition is operating fairly.
3. To promote and communicate Beyond Horizons Tuition's commitment to equality and diversity internally and externally.
4. To foster and develop awareness and understanding of equality and diversity issues.
5. To ensure that admissions to the centres operate fairly for a diverse student population.

6. To recruit and select staff fairly.

## **DEALING WITH DISCRIMINATION, BULLYING, HARASSMENT AND VICTIMISATION**

Beyond Horizons Tuition is committed to creating and sustaining a positive and mutually supportive working environment for its staff and tutors and an excellent teaching and learning experience for our students, where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately under Beyond Horizons Tuition's Anti-Bullying and Harassment Policy.

## **COMPLAINTS**

Tutors and members of staff who believe they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Beyond Horizons Tuition Complaints Procedure or Bullying and Harassment Policy as appropriate. Copies of the procedures will be available to all tutors and staff during induction.

Students who believe they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter by contacting [complaints@bhtuition.com](mailto:complaints@bhtuition.com). Every effort will be made to ensure that any person making a complaint will not be victimised. All complaints of discrimination, harassment or victimisation will be dealt with promptly and confidentially. If on investigation, it is established that discrimination, victimisation or harassment has occurred, disciplinary action will result and may warrant dismissal/expulsion.