



Equal Opportunities Policy

LAST REVIEWED	28.2.2024
NEXT REVIEW	28.2.2025
PERSON RESPONSIBLE	COLLEEN CHATER

STATEMENT OF EQUAL OPPORTUNITIES AND DIVERSITY AT LONDON PROFESSIONAL COLLEGE

This policy refers to both learners, employees and other stakeholders. The policy and the associated arrangements will operate in accordance with statutory requirements, particularly the Equality Act 2010. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

Statement

- London Professional College treats all people with equal respect and consideration. We strive to ensure that this attitude is embodied in the way we provide our services, in our employment and recruitment practices and in the way we work with associates, learners and partners. We will ensure that no employee or job applicant or learner or potential learner receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment or education on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (protected characteristics). Please see below.
- Therefore individuals, both employed and self-employed, are considered for jobs, contracts, development and promotion solely on the basis of their ability to do the job – regardless of age, disability, gender, race, religion or belief, or sexual orientation.
- Our aim is that as far as possible LPC employees and learners will be truly representative of all sections of society and that each employee and learner feel respected, supported and able to give of their best.

OUR COMMITMENT TO DELIVERING EQUALITY

We will:

- create an environment in which individual differences and the contributions of all staff are recognised and valued,
- ensure every employee and every learner have a working environment that promotes dignity and respect. Intimidation, bullying or harassment will not be tolerated,
- provide training, development and progression opportunities to staff,
- promote equality in the workplace and the learning environment,
- review and update employment practices and procedures to ensure fairness,
- ensure any breaches of the of this policy are investigated and appropriate action taken,

This policy will be used in conjunction with other policies and procedures such as:

Reasonable Adjustments and Special Considerations
Student Admissions Policy
Complaints Procedure
Whistleblowing Policy

The behaviour and attitudes of managers and staff are crucial to the successful implementation of this policy. In particular, all members of staff must comply with the policy and arrangements and inform their manager if they become aware of any discriminatory practice.

Protected Characteristics

According to the Equality Act there are seven clear characteristics which are protected, and these are as follows:

Gender Reassignment

It is discriminatory to treat people who propose to start to or have completed a process to change their gender less favourably, for example, because they are absent from work for this reason.

Marriage & Civil Partnership

The Act continues to protect employees who are married or in a civil partnership. Single people are however not protected by the legislation against discrimination.

Pregnancy & Maternity

The Act continues to protect women against discrimination because they are pregnant or have given birth.

Race

The Act continues to protect people against discrimination on the grounds of their race, which includes colour, nationality, ethnic or national origin.

Religion or Belief

The Act continues to protect people against discrimination on the grounds of their religion or their belief, including a lack of any belief.

Sex

The Act continues to protect both men and women against discrimination on the grounds of their sex, for example paying women less than men for doing the same job.

Sexual Orientation

The Act continues to protect bisexual, gay, heterosexual, and lesbian people from discrimination on the grounds of their sexual orientation.

Monitoring implementation of the policy

A monitoring system is in place to measure the effectiveness of the policy and arrangements. This will involve

- the routine collection and analysis of information on employees and learners,
 - communications with tutors regarding individual learners,
 - reference to information regarding the number of staff and learners who have declared a disability
 - surveys with learners
- Any information collected for monitoring purposes will be confidential and it will not be used for any other purpose.

If monitoring shows that LPC is not representative, or that sections of the workforce are not progressing properly or some learner groups are under achieving then an action plan will be developed to address these issues.