

## EQUALITY AND DIVERSITY POLICY

The RSA Academy welcomes the richness and diversity of its community and believes in the equal value of all its learners and staff. We are committed to remove barriers to access and to ensure that all learners and staff have the opportunity to develop their full potential.

The RSA Academy is opposed to any such discrimination and welcomes equally all learners who wish to succeed in their learning and employment goals.

The following characteristics are protected under the Equality Act (2010) - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The RSA Academy is opposed to all types of discriminatory behavior and harassment and is committed to taking action against racist or sexist behavior or any form of any discrimination.

Discrimination means any unfair treatment and may be deliberate or unintentional. Harassment includes assaults, bullying, threats, offensive comments and gestures, 'jokes', graffiti, and offensive literature.

The RSA Academy is committed to:

- Working pro-actively to promote good relations between all learners and staff prevent discrimination, bullying or harassment on any grounds
- Promote equality of access to education, training and development
- Provide flexible learning and working opportunities to support differing aspirations and goals
- Promote, manage and monitor equality and diversity across the company and in particular focusing on the protected characteristics

All The RSA Academy staff and associates will:

- promote equality of opportunity and diversity with clients
- address equality issues in self-assessments and produce appropriate action plans and targets.
- treat our clients, colleagues and learners fairly and with respect
- promote an environment free from discrimination, bullying and harassment, and tackling behavior which breaches this
- recognise and value the differences and individual contribution that people make

- building in legislative requirements and best practice to all our service delivery and employee policies and procedures
- Report any issues to the Academy Lead

Trainers and assessors will:

- Have equally high expectations of all learners irrespective of race, social background, gender and age.
- Ensure that the content of any programme is inclusive.
- Create a classroom ethos and learning environment that is inclusive and enables all learners to feel comfortable and is conducive to learners realising their potential.
- Adopt marking policies and assessment methods that treat learners impartially and do not discriminate against any group. Standardise marking systems and share criteria with learners.
- Introduce learners to the Equal Opportunities Policy and Procedures in induction.
- Take appropriate and immediate action in the event of incidents of harassment or discrimination.
- Report any issues to the Academy Lead.