



MLA
COLLEGE

Equality, Diversity and Inclusion Policy

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Sponsor: Rector
Version 1.0 (January 2023)
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MLA College is committed to helping achieve the United Nations Sustainable Development Goals. Whilst consideration has been given to the design of this document to reduce the use of printer ink and paper, please consider the environment before printing and only do so if absolutely necessary.

1. Introduction

1.1 This document outlines our policy and commitment to equality, diversity and inclusion for everyone within the MLA College community including employees, students, contractors and visitors. This document also includes information on how the policy is implemented and how members of the College community are responsible for fulfilling these obligations. This document also includes how we try to provide equality of opportunity for employees, students, contractors and visitors, information on support available to the College community, and a summary of the definitions of types of discrimination as set out in the Equality Act (2010).

1.2 This policy should be read in conjunction with the College's Complaints and Appeals Policy which includes details on how to report an incident.

2 Definitions:

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| Harassment | A form of discrimination. Harassment is often unwanted behaviour based on someone's protected characteristic, sexual harassment or treating someone less favourably because they reject or submit to sexual harassment. Harassment can also happen without discriminatory motives. |
| Unwanted Behaviours | Behaviour which intends to, or has created the effect of, violating someone's dignity by creating a hostile, intimidating, degrading, humiliating or offensive environment. |
| Bullying | Often identified as intimidating, malicious, offensive or insulting behaviour by one or more individuals. It may involve words, physical actions or general conduct. It can also include abuse or misuse of power. What one person may consider as bullying may be viewed as no more than firm management by another. However, any behaviour that leads to someone becoming stressed, demotivated or frightened is unacceptable. |
| Victimisation | Less favourable treatment of someone because they have made, or have helped someone else make, a complaint of bullying and/or harassment. |
| Protected Characteristics | According to the Equality Act (2010), it is against UK law to discriminate against someone because of their age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief (or lack of), sex and/or sexual orientation. |

3. Policy Statement

3.1 MLA College is committed to ensuring equality of opportunity to prevent unlawful or unfair discrimination and harassment. We value and celebrate diversity, seeing this as critical to achieving our strategic aims and long-term success. We work to recruit and develop students and staff from a wide range of backgrounds and promote an inclusive culture where:

- A supportive and inclusive learning, working and social environment is fostered to ensure that everyone feels valued and can work to achieve their full potential.
- Opportunities are open to everyone, and decisions are based on merit and are free from bias.
- All of our employees, staff, contractors and visitors are treated with dignity and respect.

- Everyone within the College community feels free to be themselves.

3.2 We are committed to equality regardless of:

- Age
- Disability
- Ethnicity (including 'race', colour and nationality)
- Sex
- Gender reassignment
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity (whether or not you are pregnant or have given birth recently).

4. Responsibilities

4.1 As recognised institution of Higher Education, we:

- Have a zero-tolerance approach to all incidents of abuse, harm and hate.
- Value diversity and promote equal opportunities.
- Promote respect and encourage good relations within and between groups.
- Promote an inclusive and harmonious place of work and study which is free of harassment, bullying, and intimidation.
- Prevent unlawful discrimination and victimisation.
- Meet our legal obligations.
- Take seriously and deal with situations where anyone has broken this policy.

4.2 The Chief Executive of MLA College, through the Senior Management Team, has ultimate responsibility for making sure this policy is followed in full. Each department manager will deliver the equality commitments in their areas of responsibility.

4.3 The MLA College Rector and Vice-Rector work to put this policy into practice on a day-to-day basis, and ensure that the College meets any reporting requirements as well as making sure the policy is updated as necessary to reflect UK equality law. We expect all of our staff, students, contractors and visitors to adhere to this policy, and failure to meet these responsibilities may lead to civil action or criminal proceedings against an individual or an institution (or both). Should evidence be found that harassment, discrimination, bullying or behaviours that threaten to undermine someone's dignity has occurred, the College will take swift and appropriate action.

4.4 The College's Equality, Diversity and Inclusion Committee will report to the MLA College Academic Board, to ensure that the College meets any targets and ensure the concerns of staff, students, contractors and visitors are reflected in College's policy and practice.

5. Implementation

5.1 To ensure the it meets its obligations under this policy, the College will:

- Ensure that staff, students, contractors and visitors are aware of this policy and related policies.
- Monitor and report on progress via the Equality, Diversity and Inclusion Committee.
- Consider equality, diversity and inclusion, in all policies, strategies and procedures to make sure that they promote equality and do not unlawfully discriminate.
- Ensure that the College community are provided with appropriate forums to discuss equality, diversity and inclusion issues and raise any concerns.
- Have procedures in place to support the fair appointment, promotion and development of staff.
- Ensure our Access and Participation Statement reflects fair selection, teaching and assessment of students.
- Provide managers and employees with appropriate equality, diversity and inclusion training and development.
- Provide information on our commitment to equality, diversity and inclusion in our job descriptions and student handbooks.
- Ask for commitments from our partners to make sure that they take steps to promote equality, diversity and inclusion and prevent discrimination.
- Make sure there are suitable resources in place to enforce this policy effectively.