



Equality and Diversity Policy

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| Policy | Equality and Diversity Policy |
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1. 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 Academy is committed to a policy of equality of opportunity in all aspects of its operations and practices. We are committed to ensuring everyone using our services is treated fairly, with respect and dignity and in accordance with current UK equality and diversity legislation.

All Beyond Horizons Academy staff are required to fully support this equality and diversity policy.

Beyond Horizons Academy is committed to the prevention of discrimination and actively promotes equality and diversity in access and entitlement to its qualifications and services regardless of gender, age, sexual orientation, gender reassignment, race, nationality, marital status, religion, belief or disability.

Discrimination in the context referred to in this policy may take many forms including but not limited to the following:

- Offensive or hostile treatment of an individual on the grounds of any of the above grounds.
- Verbal or physical abuse on the grounds of any of the above grounds.
- Displaying overtly offensive material, either written or visual.
- Unacceptable behaviour which fails to take into account the needs or rights of others.
- Criticising and denigrating individual practices.
- Indirect discrimination: for example, holding examinations on a day on which candidates from a certain religion are unable to attend.

Beyond Horizons Academy will meet its commitments in this policy by ensuring its teaching and learning programmes and support services for learners:

- Are available to everyone who can achieve the required standard.
- Are free from barriers which restrict access and progression.

- Are free from direct or indirect discrimination with regards to gender, age, sexual orientation, gender reassignment, race, nationality, marital status, religion, belief or disability.
- Accommodate, where reasonable to do so, the particular requirements of an individual learner, including those who may require special consideration to undertake assessment.
- Are supported by documents and promotional materials that are easily understood and do not reflect stereotype or bias and reflect the diversity of our learners.
- Are quality assured using processes that are fair and transparent.

To ensure this policy is understood and supported Beyond Horizons Academy will:

- Issue a copy to all staff and learners and ensure a copy is made available on the public website.
- Organize training and briefings for staff on a regular basis and as and when required.
- Include the principles of the policy in all other policy development and practice including all supporting guidance and services for learners.
- Review and monitor the effectiveness of this policy and improve it where required.

2. DEALING WITH DISCRIMINATION, BULLYING, HARASSMENT AND VICTIMISATION

Beyond Horizons Academy 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 Academy's Anti-Bullying and Harassment Policy.

3. 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 Academy 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 . 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.

Beyond Horizons Academy is made fully aware of the need for this policy, and it forms part of their written contract with NCC Education. It is also referred to in the application and documents which need to be completed to become a Centre.

Beyond Horizons Academy will endeavour to respond promptly and efficiently in the event of a member of staff or learner reporting an incidence of inequality or discrimination. All questions or suspected breaches of this policy should be referred to Muhammad Afzal Malik in the following ways:

By email: complaints@albashir.co.uk

By post: 199 Roundhay Road, Leeds, LS8 5AN

By phone: 0113 249 8061