

# LIPA

## LEARNING

### Equality and Diversity Policy Statement

#### **Our Aims**

We aim to achieve equality of opportunity for our staff, our students/pupils and prospective staff and students/pupils.

#### **Our Commitment**

To provide a framework of policies and procedures through which an anti-discriminatory environment can be achieved to encourage members of under-represented groups to apply for jobs or take up our learning programmes to enrich their careers.

To the provision of an excellent, challenging and inclusive learning environment.

To recognise worth and potential and the need to work together to challenge disadvantage and create opportunities.

To develop policies relating to the nine protected characteristics.

To value and respect individuals and maximise their positive potential.

To adhere to declared selection, recruitment and admissions procedures and to the effective monitoring of recruitment, selection, admissions, grievances, examinations and performance assessment. Curricula, teaching and learning methods and schedules will be designed to meet the requirements of our Equality and Diversity policies.

To establish support mechanisms for those affected by discrimination or harassment.

To do our best to ensure that our structures, services, physical environment and buildings do not disadvantage anyone.

To make every effort to ensure that traders, contractors, institutions, organisations or individuals who interact with us are aware of this policy.