

LIPA Members/LIPA Council - Equality and Diversity Monitoring Data

The Council is LIPA's governing body. Its members are directors of the company within the meaning of the Companies Acts and Trustees within the meaning of the Charities Acts. The LIPA Members are often described as the shareholders of the company.

Definitions

Equality is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from minority groups from being discriminated against and gives people the same opportunities regardless of their group membership;

Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. They may include, but are not limited to, differences protected by anti-discrimination legislation;

Equality and diversity describes an approach that embraces difference and treats each individual fairly and with dignity and respect, free from harassment and bullying.

(AUA/HEEON/ECU: A-Z Equality and Diversity)

Equality Act 2010

Under the Equality Act 2010, we have a duty to publish information to demonstrate that we have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The information we publish must include:

1. Information relating to people who are affected by our policies and practices (principally students);

2. Information relating to employees who share protected characteristics.

Additionally, we have decided to include details of our governing body in the data we publish on our website. There are currently fifteen Council Directors and ten Members, details of whom can be found on our website.

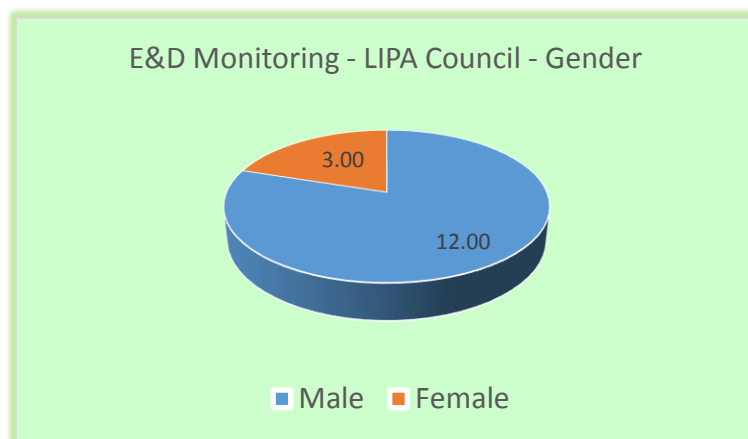
Of the nine protected characteristics, we have decided we will only collect and publish data on:

- Age;
- Disability;
- Race (Ethnicity);
- Sex (Gender).

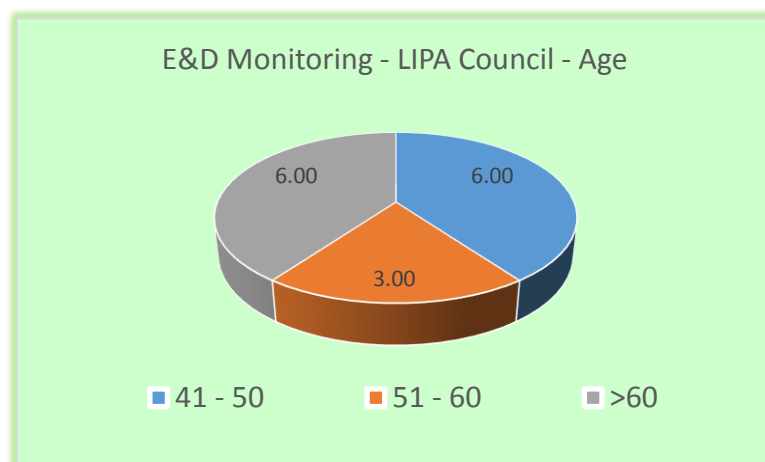
The following equality data provides information relating to our staff and is published in a format which complies with our legal obligations in relation to the Data Protection Act 1998.

LIPA Council

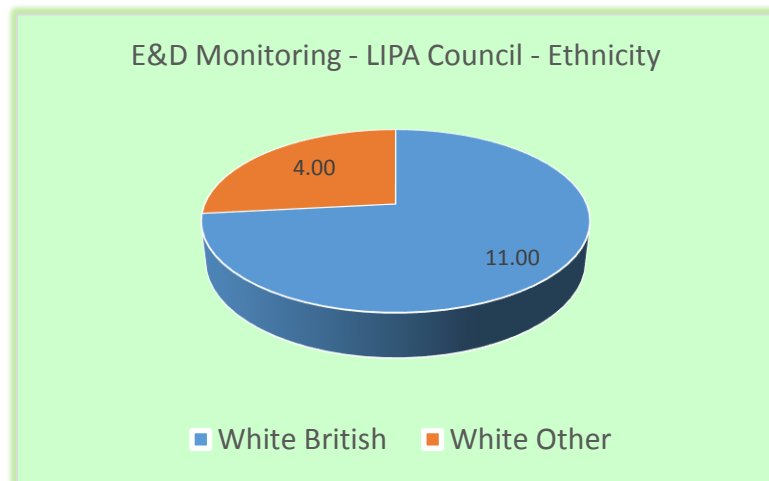
Gender



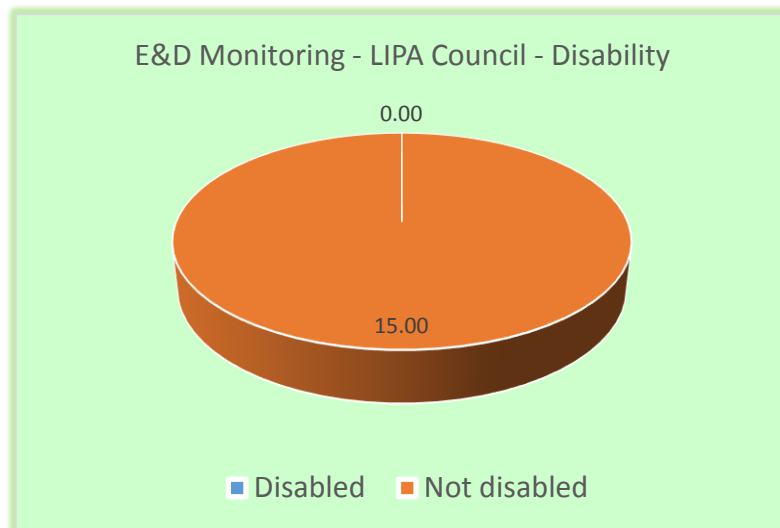
Age



Ethnicity

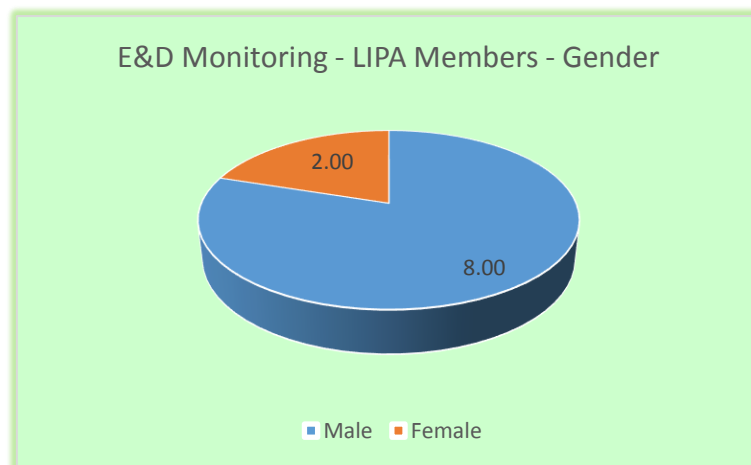


Disability

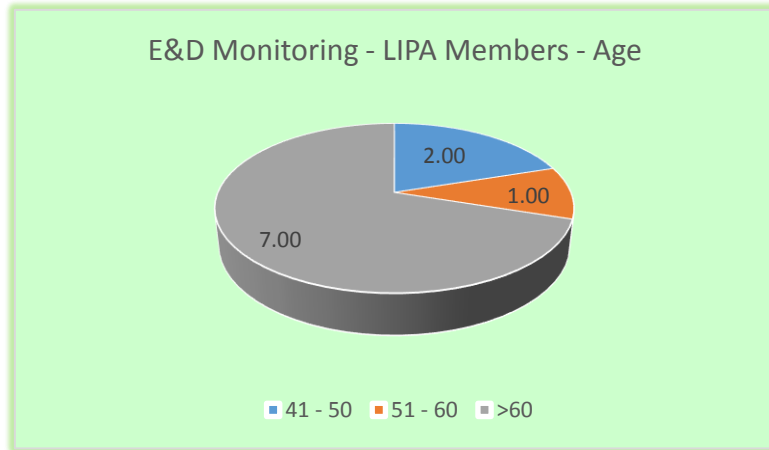


LIPA Members

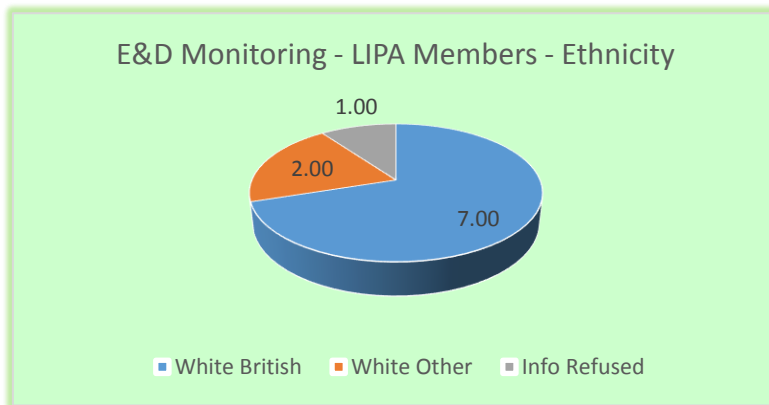
Gender



Age



Ethnicity



Disability

