



Equality and Diversity Policy

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INRTRODUCTION

In accordance with this belief, teaching and with current legislation in the United Kingdom. The administration of Care International Academy are committed to ensure that students and staff are treated solely on the basis of their merits, abilities and potential, regardless of sex, gender, colour, ethnic or national origin, age, disability, religious background.

PRINCIPLES

The commitment to an equality and diversity policy is embodied in the following principles:

- The Academy welcomes diversity in both its staff and its student communities, and is committed to equality of treatment for all.
- No member of the Academy shall be subject to discriminatory treatment, either directly or indirectly, on any of the grounds stated above.
- Discrimination is unacceptable within the Academy community in that it represents a waste of human resources and a denial of individual opportunity.
- The active support of the Academy community is sought through the commitment and involvement of all groups of staff and students in the implementation of this policy.
- The Academy is committed to a programme of action to ensure that this equality and diversity policy be fully effective.

POLICY STATEMENT

Care International Academy is committed to an equality and diversity policy in employment practice. This commitment is based on the legal responsibilities placed on employers by the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995, The Race Relations (Amendment) Act 2000, the Employment Equality (Religion or Belief) Regulations 2003 and the Employment Equality (Sexual Orientation) Regulations 2003.

The aim of the Academy policy is to ensure that no employee or job applicant is subject to discriminatory treatment on any grounds as stated above. It is recognised that discrimination can be both direct and indirect. The direct and indirect discrimination can be defined as following, but it should be noted that they are not necessarily legal definitions:

- a) **Direct discrimination** occurs when a person is treated less favourably than others (in the same or similar circumstances) on the grounds of race, sex, disability, religion or sexual orientation.

- b) **Indirect discrimination** can occur when a condition or requirement adversely affects one particular group considerably more than another and which cannot be justified in terms of the requirements for performing the job.

In relation to disability, discrimination occurs if, for a reason which relates to a disabled person's disability, that person is treated less favourably than others to whom the reason does not apply and this treatment cannot be justified.

It is unlawful to victimise individuals who have made allegations or complaints of disability, race, sex, religion, sexual orientation or provided information about such discrimination.

The Academy regards as a serious disciplinary matter proven acts of victimisation in these or any other areas covered by the equality and diversity policy.

DEFINITIONS

Particular attention is drawn to the following aspects of the policy:

- a) **Racial discrimination:** covers discrimination on grounds of colour, race, nationality, ethnic or national origins. Race may cover some religious groups.

- b) **Sex discrimination:** covers discrimination on grounds of sex or marital status or notions associated with the role of men and women in society (gender including gender re-assignment). Further it is contrary to Academy policy to discriminate against homosexuals, heterosexuals and bisexuals either directly or indirectly whether at the time of recruitment or in post. The Academy is committed to the removal of potentially discriminatory barriers in the workplace which may adversely affect the progress of men and women at work.

- c) **Disability discrimination:** covers discrimination against people with disabilities who on account of injury, illness or inherited conditions may be disadvantaged in

obtaining or keeping employment for which otherwise suitable. Disability covers physical or mental impairment which has a substantial or adverse effect upon the person's ability to carry out normal day to day activities.

- d) **Religion / Religious Belief discrimination:** covers discrimination on the grounds of a person's religion or religious belief or similar philosophical belief.

RESPONSIBILITIES

Whilst the main responsibility for providing equal opportunity is that of the employer, it is important to make clear that individual's at all levels within the organisation also have responsibilities given that the prevention of discrimination must be a joint task of members of staff and the Academy. All staff must understand and be committed to the implementation of Academy policy.

The equality and diversity policy applies to all departments and to all members of staff. It is the responsibility of Administration staff to promote actively equality of opportunity within their own sphere of responsibility.

The Academy recognises the importance of providing equality and diversity for training, career development and promotion applicable to the differing needs of academic, academic-related, clerical, technical, manual and other staff. It recognises also that training can play an important role in changing procedures and behaviour.

The Academy is committed to developing an efficient monitoring system to ensure the effective implementation of this policy in respect of the recruitment and management of its staff.

The Academy is also committed to the investigation of complaints alleging racial, sexual or other discrimination and to the initiation of action where necessary under its normal disciplinary or grievance procedures.

N.B. Whilst care has been taken to ensure the accuracy of information included, this is not a legal document and the Academy does not accept liability for errors or omissions. The document sets out a policy, which the Academy is seeking to achieve, and as such is not contractually binding or part of the terms and conditions of staff.

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