

equality & diversity policy

Introduction

We are striving to achieve a culture of excellence without exclusion and the elimination of prejudice and discrimination of all kinds. We consider this to be morally right, socially desirable and our intention also conforms to the law and good management practice.

Scope of the Policy

This policy applies to all Qube Learning staff and learners and across all working practices, procedures and workplaces.

Aim

In accordance with the Equality Act 2006, Qube Learning encourages and supports the development of a society in which:

- people's ability to achieve their potential is not limited by prejudice or discrimination
- there is respect for and protection of each individual's human rights
- there is respect for the dignity and worth of each individual
- each individual has an equal opportunity to participate in society, and
- there is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

Policy Statement

We are committed to providing learning and working opportunities for all, where permitted by laws or regulations, regardless of:

- Age
- Disability
- Gender or transgender
- Proposed, commenced or completed gender reassignment
- Race, ethnicity, nationality or national origins or skin colour
- Religion, belief or philosophical belief
- Sexual orientation

and all other aspects of diversity including marital status and learning difficulties.

We will uphold the personal dignity of all staff and learners. We will ensure that they may work and learn without discrimination, harassment or bullying. They should not have to suffer unwanted conduct or have their dignity offended or violated. There must not be an intimidating or hostile atmosphere for them, nor can they be degraded or humiliated or placed in an offensive environment.

Notes & Procedures to the Equality & Diversity Policy

Responsibilities

The Managing Director, on behalf of Qube Learning, has the primary legal, moral and social responsibility for ensuring the policy is upheld. The senior management team are responsible for the implementation and monitoring of this policy. They will ensure that the policy is properly introduced and that staff receive appropriate guidance and training. All employees and learners have the responsibility to uphold the policy

Monitoring

Qube Learning will review existing procedures as necessary and make changes where they are found to be, or could be discriminatory. This policy will be reviewed in line with the company quality cycle.

Associated Policies

Please refer to the employee handbook

Communication & Training

Qube Learning will provide training and guidance for manager, staff and customers on equality and diversity.

Complaints

Qube Learning will review complaints about unequal treatment seriously. Customers and Learners are able to use the Customer and Learner Complaint Process for this purpose. Colleagues are able to use the Grievance or Whistle Blowing Process for this.

Related Policies

- QP017 Disability Policy
- QP018 Disability Policy Statement
- QP019 Gender Equality Policy
- QP020 Race Equality Policy

Signature:



Debbie Gardiner
Managing Director

Date: 21/07/08

Reviewed in 6 months