



Policy on Equality and Diversity

Purpose

This policy sets out LHP Skillnet's commitment to promoting equality and diversity across every level of the organisation, in the spirit of civil and social inclusiveness.

Scope

To whom does the policy apply?

This policy applies to all groups and people participating in the LHP Skillnet structure: The Network Steering Group, the Academic Committee (including any panel/sub-committee), the students, and all staff, tutors, and contractors who work on our behalf.

Who is responsible for implementing the policy?

The **Network Steering Group** ensure that the principles of Equality and Diversity are promoted at the highest level of the organisation.

The **Academic Committee** oversees that the principles of Equality and Diversity are adopted into the ethos of the programmes delivered.

The **Network Manager** is responsible for the implementation and effective operation of this policy.

The **Administration Team**, **Tutors** and any other **Contracted Worker** are responsible for acting in accordance with the values of this policy.

The **Students** are expected to treat everyone they meet in relation to LHP Skillnet with respect, courtesy and consideration at all times, and to report any incident of discrimination within the workplace/classroom to the proper authority immediately.

Policy Statement

We believe that everyone should be treated with respect and dignity, and our philosophy is one of social integration and harmonisation.

We treat all stakeholders in accordance with current legislation, best practice and the philosophy of our organisation.

We make staff and students aware of their shared responsibilities in relation to equality and diversity at induction.

Discrimination will not be tolerated. Discrimination is said to occur when any individual draws negative or critical comments/behaviours based upon the fact of their gender, marital status, family status, age, disability, race, sexual orientation, religious belief, or their membership in the travelling community.

In the event that an incident of discrimination is alleged to have occurred, it will count as an allegation of professional misconduct, in line with our Procedure for Disciplinary Action.

If a formal investigation demonstrates an incident of discrimination has occurred, those responsible will be punished in proportion to their misconduct.

Training is provided as appropriate to staff to ensure that they are aware of Equality and Diversity issues, such that they have the capacity to promote equality and combat discrimination.

We highlight our commitment to equality and diversity by including a short equality and diversity statement in the following documents/platforms:

- Student Handbook,
- Tutor Handbook,
- Work Placement Supervisor Handbook,
- The LHP Skillnet Office.

The principles of equality and diversity do not just apply to social categories, but to individuals with additional or supplementary support needs, such as those with physical or learning challenges.

We strongly encourage every individual to identify their additional support needs where relevant, so that we may deal with all requests for reasonable/special accommodation on a case-by-case basis.

Related Documents

Related Policies	Policy for Complaints Policy for Teaching and Learning Policy for Programmes of Education and Training
Related Procedures	Procedure for Facilitating Diversity Procedure for Reasonable Accommodation Procedure for Tutor, Student and Stakeholder Feedback Procedure for Student Supports and Resources Procedure for Complaints Procedure for Disciplinary Action
Referenced Documents	<i>Core Statutory Quality Assurance Guidelines (2016)</i> <i>The Employment Equality Act (1998/2016)</i>