

EQUALITY AND DIVERSITY POLICY

The Equality Act 2010 provides Britain with a discrimination law that protects individuals from being mistreated and encourages a more equal and fair society.

The Equality Act includes nine characteristics that must be considered when promoting diversity and equality in the classroom:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

The aim of this policy is to:

- develop an ethos which respects and values all people
- promote equality of opportunity
- promote good relations amongst people within the communities with which we work
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour within the organisation

ESOLCENTRE is an equal opportunity learning provider and employer. We welcome candidates from all backgrounds and nationalities.

ESOLCENTRE considers equality, diversity and inclusion in its decision-making, and the impact of significant decisions on particular groups. For example, when a course, lesson(s) or an activity is being planned, considers whether it:

- cuts across any religious holidays
- is accessible to students with certain disabilities
- has equivalent facilities for all
- allows for alternative lesson arrangements

The policy applies to all employees, students, partners, subcontractors and all parties with whom the ESOLCENTRE has a working relationship.

The Director is responsible for ensuring that all adhere to this policy and will ensure that suspected breaches are investigated and managed swiftly, effectively and fairly.

All employees must promote equality and diversity, and they must actively respond to any incidents of unfair discrimination related to protected characteristics perpetuated by students, staff or third parties. If employees have queries or concerns, they may wish to speak to their manager or the director for further advice and guidance. Students should adhere to the Code of Conduct for students and report any concerns to student support.

*Here at the ESOLCENTRE.UK, we are diverse, unique and
awesome in every way!*

Also see [Safeguarding policy](#)
This policy is reviewed annually.