

Equal Opportunities Policy

escalla has a responsibility to provide all sections of the community that it serves with equality of access and opportunity and will ensure that all, be they staff, students, members of the public or visitors, are treated with dignity and respect regardless of age, disability, race, sex, religion or belief, gender reassignment or social background.

escalla identifies and seeks to eliminate all procedures, practices and attitudes which lead to unfair treatment of individuals or groups by direct, indirect or combined discrimination, harassment or victimisation on the grounds of age, disability, race, sex, religion or belief, gender reassignment or social background.

Every member of escalla staff has a responsibility and duty to implement the requirements of the Equality Act 2010 and attendant Single Equality Scheme. All students sign a learning agreement which acknowledges they understand the student regulations which clearly states that they must treat all staff and other students with dignity and respect age, disability, race, sex, religion or belief, gender reassignment or social background and that direct, indirect or combined discrimination, harassment or victimisation will not be tolerated and is a disciplinary offence.

"All members of the escalla Group work together to provide a safe, productive learning and working environment, sensitive to the needs of all our students and to encourage success and achievement."

Equal Opportunities Policy - STAFF

Purpose

- 1.1. The purpose of this policy is to promote the equality of opportunity afforded to each employee, potential employee or past employee of escalla irrespective of matters such as their sex, race, disability, sexual orientation, religion, beliefs or age.
- 1.2. escalla will treat any employee, applicant for employment or past employee equally irrespective of matters such as their sex, race, disability, sexual orientation, religion, beliefs or age.
- 1.3. This policy sets out escalla's intention to ensure that no applicant for employment, employee or former employee suffers discrimination, victimisation or harassment.
- 1.4. escalla will treat any reports or instances of such discrimination with the utmost seriousness and will investigate fully and invoke the disciplinary procedure if there are grounds to believe that any such conduct is discovered.
 - 1.4.1. Any instances of deliberate discriminatory conduct will be likely to lead to instant dismissal.
- 1.5. To comply with its legal obligations, escalla may collect data to monitor the effectiveness of this policy and to prevent instances of discrimination from occurring.
- 1.6. This policy is non-contractual in effect and does not form part of normal terms and conditions of employment.
- 1.7. escalla reserves the right to change the terms of this policy from time to time and to introduce a replacement procedure as may be required.

2. Definition and scope

- 2.1. This policy covers all employees, agency workers, directors of escalla who must comply with its provisions (referred to in this policy as “employees”).
- 2.2. Visitors and independent contractors on escalla’s premises are also required to comply with the terms of this policy and any instance of discriminatory conduct by any customer, supplier or other contact of escalla will also be subject to its provisions.
- 2.3. Any employee who believes that any employee has been subject to treatment contrary to this policy should report the matter immediately to an escalla Director or HR Advisor who will take such action as necessary to prevent any unlawful treatment from continuing.

3. Policy statement

- 3.1. escalla is an equal opportunities employer.
- 3.2. Our aim is to be fair to everybody and to ensure that no job applicant or employee receives more or less favourable opportunities or treatment on the grounds of, for example:
 - Age
 - Race
 - Colour
 - Ethnic or national origin
 - Nationality (subject to nationality rules)
 - Sex/Gender
 - Transgender
 - Sexual orientation
 - Marital status
 - Disability
 - Religion or religious affiliation/Belief
 - Part-time working
 - Trade union membership and duties
- 3.3. No-one will be disadvantaged by conditions or requirements which cannot be shown to be genuinely necessary for objective reasons.

4. Responsibilities

- 4.1. All escalla employees will:
 - 4.1.1. Support and implement the Equal Opportunities Policy, and;

- 4.1.2. Ensure that their behaviour and/or actions do not amount to discrimination or harassment in any way.
- 4.2. escalla employees are required to comply with this policy and with the relevant legal requirements and are expected to promote a culture free of discrimination, prejudice and all forms of harassment and bullying.
- 4.3. Any incidents of discrimination, harassment or bullying will be investigated and may be grounds for disciplinary action.

5. The legal Framework

5.1. The following legislation applies to all:

- Race Relations Act 1976
- Employment Equality [Age] Regulations 2006
- Sex Discrimination Act 1975
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Gender Recognition Act 2004
- Employment Equality [Sexual Orientation] Regulations 2003
- Disability Discrimination Act 1995
- Disability Discrimination Act 2005(Amendment)
- Employment Equality [Religion or Belief] Regulations 2003
- Equality Act 2006
- Equal Pay Act 1970
- Human Rights Act 1998
- Racial and Religious Hatred Act 2006
- Special Educational Needs and Disability Act 2001

Equal Opportunities POLICY - APPRENTICES

escalla is committed to the elimination of unfair discrimination and equality of opportunity in its provision of education and training.

The policy applies to all apprentices; and those seeking to be apprentices.

Aims:

escalla will:

Ensure that none of those covered by this policy receives less favourable treatment on the grounds of gender, marital status, age, responsibility for dependants, socio-economic status, race, colour, ethnic or national origin, political or religious conviction, sexual orientation, disability, membership / non-membership of Trade Union, local geographic (rural or community) factors.

- escalla will create an accessible organisation and extend opportunities in education, training and employment to all groups including those identified as under-represented in education and training to promote lifelong learning;
- escalla will recognise that working towards equality of opportunity is not additional or marginal to its activities, but central to the efficiency and development, as an employer and as a provider of education and training.
- escalla will review its equal opportunity policy and aims on a regular basis.

Objectives:

To identify practices, procedures and customs in all areas of activity which may unfairly discriminate individuals, directly or indirectly, and replace them, as relevant, with practices and procedures which ensure equality of opportunity.

- To monitor policies and procedures that provides equality of opportunity to both apprentices and staff.
- To monitor enrolment procedures to ensure they extend access to learning. (For all groups)
- To provide adequate and effective support services and training for apprentices and Centre staff.
- To review its objectives on a regular basis
- To establish grievance and disciplinary procedures to protect staff from discriminatory behaviour based on prejudiced attitudes and annually review these procedures. To ensure that these procedures exist for apprentices and staff alike.
- To provide a suitable environment for people with disabilities.