

## PR Academy Equal and Diversity Policy

We aim to create a learning environment where everybody feels safe and welcome, where everybody is treated with respect and has equality of opportunity.

### Our Commitment

- We will make sure that nobody who comes into contact with PR Academy feels discriminated against for any reason.
- We will not tolerate behaviour from staff, students or visitors that falls short of our aims.

This policy applies to all staff, learners, contractors, guest lecturers and visitors.

We will ensure that the learning environment is welcoming and supportive enabling learners to live together in harmony. All tutors, contractors, guest lecturers and visitors will be treated with dignity and respect.

We will carefully observe learners' needs and ensure sufficient time and support is given to respond to each learner in accordance with their needs.

We pay special attention to ensuring that all participants in learning feel included and valued.

Learners and staff will be consulted regularly on their views.

Staff will need to demonstrate an understanding of equality & diversity issues to fulfil their contractual obligations. They will be observed when teaching or training with equality of approach in mind.

In accordance with the Equality Act 2006, we encourage and support 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.

We are committed to equality, diversity, social inclusion and social justice. We oppose discrimination in any form, including inappropriate conduct, bullying, harassment, discrimination and the disregard of dignity in these areas of concern:

- Age
- Colour, race, nationality or ethnic or national origins
- Disability or learning difficulty
- Family and social status
- Gender reassignment
- Marital status
- Pregnancy
- Religion or belief including philosophical belief
- Sex (gender bias)
- Sexual orientation
- Legal political belief and trade union activity, or

any other causes which incorrectly and unfairly discriminate against a person or their human rights. Such actions will not be tolerated and prompt action will be taken to prevent the continuance of ongoing incidents and to support the aggrieved.

Tutors and staff are expected to act as good examples to learners in their conduct and the performance of their duties and to act as mentors and supporters of people in learning.

Staff and tutors are expected to ensure that the personal dignity of all the staff, learners, visitors and contractors is upheld by the prevention of any incidents of harassment, bullying or inappropriate behaviour.

Whenever contractual arrangements, including service level agreements or work placement or partnership agreements are being made with other agencies, we will seek a mutual commitment to equal opportunities.

We are committed to maintaining a working environment free from loss of personal dignity through discrimination, harassment, bullying, intimidation and offensive behaviour in any form, verbal or non-verbal.

All staff and tutors are expected to carry out their duties effectively, confidently and competently; and they and their learners have the right to work without fear of harassment or bullying.

If any staff member, including any volunteer, or any learner feel they have been treated unfairly and not in accordance with this Equality policy, the matter should be raised in writing following PR Academy's complaints procedure.