

Equality & Diversity Policy

Abbotsmead CDC aims to promote Equality and Diversity and provide Equal Opportunities in all the activities it carries out, firstly as a provider of learning and as an employer.

We will:

- Seek to ensure that there is no direct or indirect discrimination on the grounds of sex, ethnic or nation origin, colour, social class, religion, age, marital status, disability, sexual orientation or criminal record (in accordance with the Rehabilitation of Offenders Act 1974)
- Promote the values of Equality and Diversity to staff and providers to ensure Abbotsmead CDC develops best practice in relation to legislative requirements and Codes of Practice.
- Promote race equality and monitor the participation of different racial groups.
- Create an environment where staff, students and visitors are treated fairly and are free from discrimination and harassment.
- Meet the requirements of the Disability Discrimination Act 1995 as amended by the Special Education Needs and Disability Act 2001.
- Monitor and review performance and develop pro-active initiative which address imbalances or areas for further development.
- Provide staff development opportunities which raise staff awareness and their ability to contribute to the promotion of Equality and Diversity.
- Strive to ensure staff and learners are free from discrimination and harassment and are aware of the disciplinary, grievance and complaints procedures that are relevant.