



**School of Coding & AI**

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**HIGHER EDUCATION**

# Equality and Diversity Policy

Policy Owner: Mandeep Athwal

| Full Name      | Position | Signature                                                                             | Date       | Review Cycle |
|----------------|----------|---------------------------------------------------------------------------------------|------------|--------------|
| Mandeep Athwal | CEO      |  | 01.09.2025 | Annual       |



## **Aims**

School of Coding Limited recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.

School of Coding Limited also recognises that where direct or indirect discrimination occurs within the School of Coding Limited it is both morally and legally unacceptable. The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action the School of Coding Limited intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies. In adopting this Equality and Diversity Policy, School of Coding Limited is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

## **Introduction**

At School of Coding & AI Higher Education, we are committed to fostering a culture of equality, diversity, and inclusion, ensuring that everyone feels valued, respected, and empowered to reach their full potential. This policy outlines our commitment to preventing discrimination and promoting diversity in compliance with the Equality Act 2010 and other relevant legislation.

## **Scope**

This policy applies to all staff, students, volunteers, contractors, and visitors associated with SoC College. It covers all aspects of college life, including recruitment, admissions, teaching, training, and overall employment practices.



## **Legal Framework**

School of Coding & AI Higher Education complies fully with the Equality Act 2010, which protects individuals from discrimination based on the following protected characteristics:

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

In addition to the Equality Act, School of Coding & AI Higher Education adheres to all relevant anti-discrimination legislation to promote fairness and equality in all college activities.

## **Anti-Discrimination Commitment**

School of Coding & AI Higher Education is dedicated to maintaining an environment free from discrimination, harassment, and victimisation. We will not tolerate any form of discrimination based on the protected characteristics listed above. We will take all reasonable steps to:

- Ensure all students and staff have equal opportunities, regardless of their background or identity.
- Implement fair and transparent recruitment, admissions, and assessment processes.
- Address any instances of discrimination swiftly and fairly through the appropriate channels.
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## **Inclusive Practices**

We promote a culture of inclusion where everyone at School of Coding & AI Higher Education is treated with dignity and respect. We aim to:

- Foster a learning and working environment where diversity is celebrated, and every individual feels valued.
- Create policies and practices that reflect the needs of our diverse community and ensure they are communicated effectively.
- Ensure physical and digital accessibility for all students and staff, providing necessary adjustments for individuals with disabilities.



## **Training and Awareness**

To support our commitment to equality and diversity, School of Coding & AI Higher Education will provide training and development opportunities that encourage understanding and awareness of diversity issues. This includes:

- Unconscious Bias Training: Helping staff and students recognise and overcome biases that may influence decisions and interactions.
- Cultural Competence Training: Enhancing staff and students' ability to work effectively with individuals from diverse cultural backgrounds.

## **Responsibilities**

Everyone at School of Coding & AI Higher Education has a responsibility to uphold this Equality and Diversity Policy. Specific responsibilities include:

- Senior Leadership Team: Ensuring the policy is implemented effectively across all areas of the college.
- Staff: Promoting equality, diversity, and inclusion in their work, supporting students and colleagues from all backgrounds.
- Students: Contributing to an inclusive college culture by treating others with respect and reporting any incidents of discrimination.

## **Monitoring and Review**

This policy will be regularly reviewed to ensure it remains relevant and in line with current legislation. School of Coding & AI Higher Education will collect and monitor data on diversity and equality to assess the effectiveness of this policy and make improvements where necessary.

## **Complaints Procedure**

Any incidents of discrimination, harassment, or victimisation should be reported through the appropriate channels within School of Coding & AI Higher Education. All complaints will be handled sensitively and investigated thoroughly in line with our complaints and disciplinary procedures.

*This policy reflects School of Coding & AI Higher Education's ongoing commitment to building an inclusive community that recognises and values diversity in all its forms. By promoting equality, we aim to create a welcoming and supportive environment for everyone.*

## **Review**

This policy will be reviewed every two years.