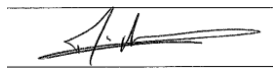




A FUTURE UNIVERSITY BY SCHOOL OF CODING

# Equality and Diversity Policy

**Policy Owner:** Mandeep Athwal

Full Name	Position	Signature	Date	Review Cycle
Mandeep Athwal	CEO		01.09.2024	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 SoC College, 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**

SoC College 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, SoC College adheres to all relevant anti-discrimination legislation to promote fairness and equality in all college activities.

## **Anti-Discrimination Commitment**

SoC College 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.

## **Inclusive Practices**

We promote a culture of inclusion where everyone at SoC College 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, SoC College 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 SoC College 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. SoC College 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 SoC College. All complaints will be handled sensitively and investigated thoroughly in line with our complaints and disciplinary procedures.

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*This policy reflects SoC College'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.**

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