



## EQUALITY AND DIVERSITY POLICY

---

No one will be treated less favourably because of their gender, age, race, culture, class, nationality, ethnic or national origins, marital status, disability, sexual orientation or family responsibility.

The Principal, teaching staff and students of the E.L.M Training Academy are committed to the principle of Equality and Diversity.

The policy is designed to:

- Realise your full potential
- Develop your self-respect
- Respect and accept others
- Be educated in a fair and just environment
- Avoid all forms of prejudice in treatment of others
- Recognise and make full use of your skills

### RECRUITMENT

All potential staff and students will receive fair and equal treatment. All literature will state the College is an Equality and Diversity establishment.

### INDUCTION

During your induction you will be made aware of the Equality and Diversity statement and what it means for you. When you sign your learning agreement you are agreeing to respect and implement the equal opportunities policy.

### MONITORING

Equality and Diversity will be monitored and reviewed regularly. Learners are encouraged to provide feedback and become involved in the process.

### PROCEDURES FOR DEALING WITH DISCRIMINATION

If you feel you are being discriminated against you can discuss the situation in confidence with your tutor. If you prefer, you can discuss the situation with another member of staff in total confidence.

## EQUALITY AND DIVERSITY POLICY STATEMENT

---

The E.L.M Training Academy is committed to the principles of Equality and Diversity in all aspects of college life and activity. The aims of these principles is that no one is to be treated less favourably than another on the grounds of social class, race, nationality, ethnic or racial origin, family commitments, sexual orientation, disability, age, religious or political belief or trade union activity, or is to be disadvantaged by conditions or requirements which cannot be shown to be justified.

### EQUALITY AND DIVERSITY POLICY



No one will be treated less favourably because of their gender, age, race, culture, class, nationality, ethnic or national origins, marital status, disability, sexual orientation or family responsibility.

The Principal, teaching staff and students of the E.L.M Training Academy are committed to the principle of Equality and Diversity.

The policy is designed to:

- Realise your full potential
- Develop your self-respect
- Respect and accept others
- Be educated in a fair and just environment
- Avoid all forms of prejudice in treatment of others
- Recognise and make full use of your skills

## RECRUITMENT

All potential staff and students will receive fair and equal treatment. All literature will state the College is an Equality and Diversity establishment.

## INDUCTION

During your induction you will be made aware of the Equality and Diversity statement and what it means for you. When you sign your learning agreement you are agreeing to respect and implement the equal opportunities policy.

## MONITORING

Equality and Diversity will be monitored and reviewed regularly. Learners are encouraged to provide feedback and become involved in the process.

## PROCEDURES FOR DEALING WITH DISCRIMINATION



If you feel you are being discriminated against you can discuss the situation in confidence with your tutor.

If you prefer, you can discuss the situation with another member of staff in total confidence.

## EQUALITY AND DIVERSITY POLICY STATEMENT

The E.L.M Training Academy is committed to the principles of Equality and Diversity in all aspects of college life and activity. The aims of these principles is that no one is to be treated less favourably than another on the grounds of social class, race, nationality, ethnic or racial origin, family commitments, sexual orientation, disability, age, religious or political belief or trade union activity, or is to be disadvantaged by conditions or requirements which cannot be shown to be justified.

### THIS POLICY IS DESIGNED TO:

Realise your full potential

Develop your self-respect

Respect and accept others

Be educated in and fair and just environment

Avoid all forms of prejudice in treatment of others

Recognise and make full use of your skills

For its part, the college will keep under review all policies, procedures and practices to fulfil the principles of equal treatments. In the event of any conflict, the Equality and Diversity Policy will prevail and will update all salon employers.

All members of the college and its agent and salon employers together with all those involved in college activities, whether academic, administrative or commercial are required to conduct themselves in accordance with this Equality and Diversity Policy and to have responsibility for their own actions.

Last updated July 2023

Next review date 2024