



## **Medipathways - Equality and Diversity Policy**

### **Policy**

The success of any organisation depends on its people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we deliver our and deliver our objectives.

We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the life of Medipathways.

To this end, Medipathways acknowledges the following basic rights for all members and prospective members of its community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

These rights carry with them responsibilities. Medipathways requires all members of the community to recognise these rights and to act in accordance with them in all dealings with fellow members of Medipathways. In addition, Medipathways will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

### **Responsibility**

Medipathways' TLA Committee will ensure that all policies, procedures and practices meet the highest standards of compliance.

Medipathways recognises that all of its staff and students have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies, working with other committees as appropriate.

### **Dealing with discrimination**

Medipathways is committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where individuals are equally valued and respected. Bullying, harassment or

victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.

### **Monitoring Equality and diversity**

The Teaching, Learning and Assessments Committee (TLA) monitors equality and diversity issues and ensures that the policy is implemented at all times. A summary statement on equality and diversity for students and staff of Medipathways will be reviewed once in every twelve months, in the TLA meetings. Appropriate actions are planned and included in the TLA action plans where necessary.

The information collected on equality and diversity will be used only for the monitoring purposes and shall always be kept confidential.

### **Appeals**

If a student or member of staff feels that they have not been treated in line with this policy, they should appeal through the Student or the Staff Appeals Procedure.

#### **Version Control**

**Policy reference No.: 10.14 Equality**

Document prepared by:

Michael Addison

Approved by the Teaching & Learning Committee on: 14.11.14

Valid from: 14.11.14

Due for review on: 14.11.15