

At Anglia Professional Training, we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the APT community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within APT. By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender APT can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to and can make full use of, APT's facilities and resources
- It reflects the community it serves and responds to its needs
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively (see Student Expectations policy)
- Inclusion issues are taken seriously and are considered in all aspects of APT's programmes
- Course content is reviewed regularly to ensure promotion of equal opportunities against the standards set out in this policy

Equal Opportunities

All students and adults within APT have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience

Students and staff at APT are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

Support

Other outside agencies may support students as appropriate. This will include support that we are unable to provide internally related to specific cultural, behavioural, or educational needs.

Racial Equality and Cultural Diversity

We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world

- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students, including apprentices, recruitment and delivery of training
- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Working in partnership with employers and communities

APT is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, Islamophobia, travellers, refugees and asylum-seekers. APT hopes, through education and knowledge, to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Religious Observance

We respect the religious beliefs and practices of all staff and students, and will comply with all reasonable requests relating to religious observance and practice.

The Dress Code

Students are asked not to wear anything which has a slogan, writing or illustration that may be offensive in any way to anyone else. Clothing must be appropriate in terms of decency.

APT reserves the right to ask students who wear revealing/inadequate clothing to go home and change. Headgear pertaining to a religious belief may be worn.

Breaches of policy

Breaches of policy will be dealt with in the same way that breaches of other APT's policies are dealt with, as determined by the Director of Business.

Responsibilities

The Director of Business is responsible for the following:

- implementing the policy
- for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy.
- for ensuring that appropriate training and support is given through the normal staff development program
- for taking appropriate action in any case of unlawful discrimination.
- implement necessary actions and training to ensure that equality is advanced and embedded for all, in line with a broad spectrum of company and curriculum policies,
- Engage and communicate, both internally and externally, with students, staff, visitors, employers and the wider community where appropriate
- ensure an organisation wide commitment to advancing and embedding EDI that it is understood by all

All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work.

Availability of this Policy

This policy is available to students at induction and is on the APT website. It will be available to staff, and copies will be kept in the main office.

This policy has been approved and authorised by:

Name: Balwinder Gill

Position: Director of Business