



## SECTION 1 EQUALITY AND DIVERSITY STATEMENT OF INTENT

- 1.1 The Distance Learning Centre believes that all people have a right to services and Employment which are free from discrimination on the grounds of age, class, gender, nationality, religion, disability, HIV status, marital status, race or sexuality.
- 1.2 The Distance Learning Centre aims to ensure that equality and diversity principles underpin all areas of the organisation's work and service provision.
- 1.3 The Distance Learning Centre recognises that many people and groups suffer discrimination and face serious barriers when trying to fulfil their true potential. It also recognises that not all forms of unreasonable and unfair discrimination are the subject of legislation. It is the aim of this organisation to take positive steps to redress discrimination, to improve equality of opportunity and to combat any unreasonable or unfair treatment which places people at a disadvantage for any reasons.
- 1.4 The Distance Learning Centre will not tolerate discrimination, harassment, bullying, victimisation or abuse of people who are members of the organisation, members of the governing body, service users, and volunteers.

## SECTION 2 RESPONSIBILITIES FOR IMPLEMENTATION

- 2.1 The directors The Distance Learning Centre has ultimate responsibility for the equality and diversity policy.
- 2.2 The "Equality and Diversity Statement" above shall be displayed, visible to members, service users and visitors.
- 2.3 The Distance Learning Centre grievance and disciplinary procedures will be used to deal with any complaints about discrimination, harassment or bullying involving staff, students and volunteers.

## SECTION 3 SERVICE DELIVERY

- 3.1 The Distance Learning Centre aims to ensure that its services are accessible to all sections of the community served by The Distance Learning Centre
- 3.2 The Distance Learning Centre will adopt a policies and procedures that include objectives with regard to equality and diversity.

## SECTION 4 MONITORING AND EVALUATION

- 4.1 The Distance Learning Centre will regularly evaluate its services and the effectiveness of its equality and diversity policy, by a variety of means.
- 4.2 Monitoring may be carried out by The Distance Learning Centre to provide the data for this regular evaluation. For instance, The Distance Learning Centre may ask service users, job applicants, volunteers about their ethnic origin, disability, marital status, age or other personal information. We will only do this for a specific defined purpose such as collecting

statistical data for funders, for research or for our own monitoring to evaluate this policy's impact.

SECTION 5 REVIEW OF THIS POLICY

- 5.1 The Distance Learning Centre's commitment to equality and diversity is an active one. This document should be amended on a regular basis as part of this active commitment.
- 5.2 The Distance Learning Centre equality and diversity policy will be reviewed annually
- 5.3 The Distance Learning Centre will also seek to keep abreast of new developments in Equality and Diversity practice and actively seek information on this issue.

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6. Date Agreed by Directors 05/11/2007.....

7. Date Reviewed .....03/07/2009.....

Appendix 1

Relevant Legislation

Employment Rights Act 1996

Sex Discrimination Act 1975

Disability Discrimination Act 1995

Race Relations Act (as amended) 1976

The Employment Equality (Sexual Orientation) Regulations 2003

The Employment Equality (Religion or Belief) Regulations 2003