

Westminster Tutors



Equality and Diversity Policy
2024-2025

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1. Aim

- 1.1 Westminster Tutors recognise our responsibilities under the [Equality Act \(2010\)](#) to eliminate discrimination and to promote good relations between students, staff and parents.
- 1.2 Westminster Tutors aims to provide all students, regardless of age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, equal access to all aspects of college life and work to ensure that every young adult is valued as an individual.
- 1.3 Staff, as role models, are aware of the influence of adults in promoting positive attitudes and use that influence to challenge stereotypical ideas.
- 1.4 The college aims to equip students with an awareness of our diverse community and to appreciate the value of difference. Discrimination is not acceptable.
- 1.5 Students' names will be accurately recorded and correctly pronounced. Staff will encourage students to accept and respect names from other cultures.
- 1.6 All forms of discrimination by any person will be treated seriously since all such behaviour is unacceptable. Symbols, insignia, and badges that indicate otherwise will not be worn. Staff are aware of possible cultural assumptions and biases within their own attitudes.
- 1.7 The college values linguistic diversity positively. Students and parents will feel that the language spoken at home is valued.
- 1.8 The best candidate will be appointed based on strict professional criteria in all staff appointments. Westminster Tutors provides equal opportunities to everyone we employ and does not accept discrimination.
- 1.9 Westminster Tutors encourages all our employees to develop their full potential, and Westminster Tutors will do everything it can to help them achieve this.
- 1.10 Westminster Tutors will not discriminate, harass, or victimise a student or potential student in how we admit a student or provide education or access to any benefit, facility or service or by excluding a student or subjecting them to any detriment. This extends to students who have left our college.

2. Our Commitment

- 2.1 Every young adult and employee has the right to dignity and respect. Westminster Tutors will not tolerate bullying or harassment.
- 2.3 We aim to provide for all students and staff according to their needs, irrespective of sex, race, disability, religious belief, or gender reassignment.

- 2.4 Westminster Tutors will provide equal opportunities to all staff and young adults. Our college treats all our employees fairly and equally.
- 2.5 Breaking the conditions of our equal opportunities policy will be deemed as misconduct and could lead to disciplinary action.
- 2.6 Westminster Tutors will monitor and review this policy yearly.
- 2.7 Equality of opportunity permeates the whole college curriculum and is reflected in the college organisation.

Our policy is in line with the current law.

3. Objectives

- 3.1 Through the implementation of our policy Westminster Tutors aim to:
 - Create an environment where everyone feels valued, regardless of ethnicity, language, gender, ability, religion, belief, or gender reassignment.
 - Ensure equal access to all curriculum areas for all the young adults in our care.
 - Promote the belief that all can and should achieve their highest potential in all curriculum areas.
 - Provide materials to promote learning that are appropriate and reflect diversity.

4. General Principles

- 4.1 Westminster Tutors will strive to provide staff training on equal opportunities and diversity.
- 4.2 All parents/guardians, regardless of ethnic background, disability, gender, or socio-economic background, are welcome and will be encouraged to participate in college life.
- 4.3 All our young adults have a right not to experience behaviour that offends anyone based on race, gender, nationality, sexual preference, ability, etc.
- 4.4 Westminster Tutors shall foster a positive atmosphere of mutual respect and trust among young adults and staff.
- 4.5 Westminster Tutors aims to create an environment where all young adults, their families, and staff feel safe and unthreatened.
- 4.6 Staff should behave in a manner that demonstrates mutual respect.
- 4.7 Adults should take every opportunity to encourage young adults to behave appropriately and to deal with incidents positively.
- 4.8 Westminster Tutors will be sensitive to and provide for cultural and religious requirements, such as dress, diet, and events.

- 4.9 Westminster Tutors encourage young adults to develop self-esteem, confidence, and motivation in all areas of their lives, including learning, development, and progress.

5. Curriculum Principles

- 5.1 All young adults will be respected, and their individuality and potential will be recognised, valued, and nurtured.
- 5.2 Activities and the use of equipment offer young adults opportunities to develop free from prejudice and discrimination and encourage them to enjoy and learn from them equally.
- 5.3 We aim to show respectful awareness of all significant events in the lives of young adults within our college and society as a whole.
- 5.4 Appropriate opportunities will be given to young adults to explore, acknowledge and value similarities and differences between themselves and others.
- 5.5 Westminster Tutors will provide positive opportunities for disabled students so that Westminster Tutors treat them more favourably than non-disabled students, where necessary, making reasonable adjustments to put them on a level footing with students without disabilities.
- 5.6 Westminster Tutors will carry out accessibility planning aimed at increasing the extent to which disabled students can participate in the curriculum, improving the physical environment to enable disabled students to take better advantage of education, benefits, facilities and services provided, and improving the availability of information to disabled students.

6. Monitoring and Evaluation

- 6.1 The Principal will implement this policy and ensure it is fair and equal.
- 6.2 It is the responsibility of all staff to monitor the success of the policy by ensuring that issues raised within it are followed and supported.
- 6.3 Where monitoring identifies a manner of concern, appropriate action will be taken by the senior leadership team to address the situation after seeking proper consultation and advice.
- 6.4 The Proprietor ensures our Equality and Diversity Policy and practice is kept under review.

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