

Policy Title	Equality and Diversity Policy for Employers Who Provide Work Based Learning
Issue date (m/y)	December 2009
Author	Equality and Diversity Co-ordinator
Approved by	
Review Date (m/y)	December 2012
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Context and/or Aims

This policy reflects national legislation and guidelines on good practice, including:

- The Disability Discrimination Act
- The Race Relations (Amendment) Act
- The Sex Discrimination Act
- Forthcoming Single Equality Act (Autumn 2010)

It also reflects internal Loughborough College Equality and Diversity policies for learners.

Policy Statement

- It is a requirement of the contractual agreement between Loughborough College and the Employer that, where an appropriate Equality and Diversity policy is not in place, this policy should be adopted.
- The policy will apply to all employees (including trainee/learner/apprentice)
- When the learner is in College, the Loughborough College Equality and Diversity policies for learners will apply to him/her.
- The Employer is responsible for ensuring that equal opportunities is continuously promoted and comprehensively implemented in all aspects of the organisation's operation.
- All employees have a responsibility for promoting equal opportunities in all aspects of their work

Requirements for Implementation

- The Employer will work actively towards eliminating discrimination, harassment and bullying because of race, colour, ethnic origin, belief, disability, marital status, pregnancy and maternity, age, religion and belief (including lack of belief), gender reassignment, sexual orientation, age, or on any other grounds.

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- The employer will work actively to make progress in eliminating discrimination in relation to staff recruitment, the purchase of goods and services, and in the content, delivery and management within the company.
- The Employer will work actively to make progress in ensuring that all staff can go about their business in an atmosphere free from harassment, intimidation or abuse.
- The Employer will work actively to make progress in recognising and reflecting the positive contributions of people from different social backgrounds, cultures, beliefs, abilities, ages and sexual orientation.
- In the event that any employee is alleged to be in breach of this policy, an investigation will be carried out in accordance with agreed company procedures, including, where appropriate, disciplinary procedures.

Potential impact on Equal Opportunities

An Equality Impact Assessment has been conducted by Anne Williams (Equality & Diversity Co-ordinator) and Jan Leivers (Assistant Principal, Curriculum and Standards) on 7 December 2009 and any necessary amendments made to the policy.

Related Documents

- Loughborough College Disability Statement
- Loughborough College Race Equality Statement
- Loughborough College Harassment and Bullying Procedure