



Equality and Diversity Policy (updated August 2018)

Introduction

This Equality and Diversity Strategy describes how LMA intends to ensure that the design, delivery and commissioning of courses and services are fair, equitable and accessible to all; and that individuals, regardless of background, are able to maximise their potential.

LMA is committed to promoting equality, recognising and welcoming diversity, and tackling discrimination in all its activities.

We will respect differences of all kinds including gender; age; sexuality; religion and belief; race and ethnic origin; disability and learning difficulty; economic and social needs or pregnancy and maternity.

We are preparing our learners to work and live in a diverse and changing world, to achieve and prosper

Legal Framework

The Equality Act 2010 (sec.149) states that:

1. A public authority must, in the exercise of its functions, have due regard to the need to:-
 - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
 2. A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1) above.
 3. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
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- b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
 - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
4. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
5. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) tackle prejudice; and
 - b) promote understanding
6. Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

Equality and Diversity in the truest sense of the meaning is about ensuring the range of diversity within every community is supported on the basis of individual characteristics and need. The Equality Act 2010 sets out definitions of "protected characteristics" or groups that experience disadvantage and lists these as:

- Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race (including Gypsies and Travellers)
 - Religion and Belief
 - Sex (Gender)
 - Sexual Orientation
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EQUALITY & DIVERSITY STRATEGY

Core Strands:

This strategy is based on 3 core strands:

1. Actively promoting equality and diversity across the organisation
2. Tackling bullying and discrimination
3. Embedding equality and diversity in teaching, learning and assessment

Owning Committee:

This strategy and the associated development plan will be owned and monitored by SLT.

Core Strand 1: Actively promoting equality and diversity across the organisation

This will be achieved by 2 measures:

- a. Policies and procedures will be implemented and monitored to actively promote equality and diversity amongst staff, learners, employers and other partners.
- b. Training will be delivered in equality and diversity to ensure leaders, managers, governors, staff and learners understand their roles and responsibilities.

Core Strand 2: Tackling bullying and discrimination

This will be achieved by 2 measures:

- a. Learners and staff will be protected from harassment, bullying and discrimination.
- b. Incidents and complaints specifically about equality, diversity and bullying will be proactively managed and acted upon, including, where appropriate, disciplinary action and providing counselling and support.

Core Strand 3: Embedding equality and diversity in teaching, learning and assessment

This will be achieved by 4 measures:

- a) Transition and Admission arrangements will ensure all learners can participate in learning (where they meet entry requirements), including those with learning difficulties and/or disabilities.
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- b) Teaching, learning and assessment will promote equality, support diversity and tackle discrimination, victimisation, harassment, stereotyping or bullying.
 - c) Staff will use materials and teaching methods that foster good relations and are sensitive to and promote equality of opportunity.
 - d) Staff will plan for individual and different group needs in teaching sessions.
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