

# EQUALITY & DIVERSITY CHARTER

This charter sets out for you our approach to ensuring inclusion and success for all employees and learners.

## Geason will seek to ensure that:

- » It fulfils all its legal requirements placed on it under Equality Legislation
- » It fulfils its duty to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act; to advance equality of opportunity and foster good relations

Geason will continue to:

- » make reasonable adjustments as far as reasonably practicable to enable employees and learners to have access and carry out their work and studies
- » ensure employees, learners and their sponsors are aware of the value placed upon equal opportunity and that formal investigations and disciplinary action may be taken in the event of any breach of policy including harassment
- » ensure marketing and publicity materials present appropriate messages and are designed to respect all groups
- » provide all partners and associates with a copy of the Geason Equality, Diversity and Inclusion Policy | Procedures and ensure that they understand their responsibilities and agree adherence to them whilst working with / for Geason
- » have inclusive and open recruitment and selection, progression and development processes to encourage and enable our diverse learner and employee groups to develop and progress

## We will promote Equality, Diversity and Inclusion by:

- » Advancing equality of opportunity and good relations between all sections of Geason community
- » Embedding equality and diversity throughout all operational activities
- » Ensuring our curriculum models, schemes of work, lesson content, teaching resources, planning activities, communication, actions demonstrate sensitivity to issues of diversity and are adapted where necessary
- » Ensuring that everyone has access to Geason and its courses
- » Holding accreditations to support equal opportunity standards
- » Delivering an inclusive approach to celebrating success
- » Reinforcing Geason's commitment to equality and diversity in publicity material

## As an employee or student of Geason you are responsible for ensuring that:

You are aware of your own and the organisation's statutory duties in relation to equality legislation that are outlined in our Equality, Diversity and Inclusion Policy

- » You refrain from and challenge inappropriate behaviour, whether deliberate or not by learners, colleagues, employers and outside contractors
- » You respond positively to the equality and diversity needs of colleagues and fellow learners and make reasonable adjustments where necessary
- » You endorse and fully support the our "Respect" campaign

It is important that all employees and learners understand that Geason will not tolerate any form of behaviour or activity that discriminates, without proper justification, on the grounds of sex, marriage or civil partnership, religion or belief, race, gender re-assignment, disability, sexual orientation, age, family responsibilities, nationality or pregnancy and maternity. If an employee or learner is alleged to have discriminated against someone, including harassment, a full investigation will be carried out which may result in summary dismissal or removal from the programme.