

GOSFORTH GROUP EQUALITY AND DIVERSITY POLICY

Purpose

Gosforth Group is committed to the principle that every member of our Academy communities is entitled to equal opportunities and treatment irrespective of ethnic or national origin, race, gender, physical disability, sexual orientation, marital status, social background or religion.

Objectives

- To recruit appropriate staff, students and Academy helpers from a broad range of cultural, social and religious backgrounds and to ensure that each individual received recognition that their identity is a valued element in a diverse and mutually supportive community.
- To actively ensure that courses and learning experiences at the Academy enable all individuals to develop their skills, talents and personal qualities to the full, enabling them to successfully progress into further or higher education and/or employment, regardless of their age, ability, gender, sexuality, ethnic or religious background.
- To ensure that access to Academy facilities is provided for people with physical disabilities, to such an extent that they afford the same opportunities as for able-bodied persons.
- To encourage developments, support individuals and promote harmonious relationships between all members of the Academy and the wider community so that all members possess a sense of value, personal worth and dignity.
- To ensure that all employees will be afforded the opportunity to undertake training relevant to their present roles and future aspirations.
- To provide an opportunity for all members of the Academy community, to contribute to the decision making process.
- To act as a safeguard for all members of the Academy community.

All Academy members will share responsibility for ensuring that there are equal opportunities throughout the Academy. Staff Training and development opportunities should be make available as appropriate.

Conclusion

The Academy will monitor and evaluate its practices and assess the impact of other Academy policies upon Equal Opportunities. In the light of those evaluations the Academy will seek to further improve its practices to meet the above objectives.

Date approved:	September 2021
Signed:
Date to be reviewed:	September 2022