

# CLIQUE

C O L L E G E

## Equality, Diversity & Inclsusion Policy



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# CLIQUE Equality, Inclusion and Diversity Policy

## Issue and Review

The date of issue of this policy is September 2022.

This policy was reviewed and updated August 2024.

This policy will continue to be reviewed annually.

## 1. Introduction

This policy applies to all students at CLIQUE College, including those participating in in-college, online, and onstage activities. It encompasses every stage of the learning process: pre-entry, during the course, and at exit.

## 2. Mission Statement

CLIQUE College aims to partner with individuals, communities, and businesses to achieve outstanding educational and training outcomes. We are dedicated to ensuring that every student can fulfil their potential through the active promotion of equal opportunities and positive regard for all students. Everyone within CLIQUE College is expected to uphold these principles and promote this philosophy.

## 3. General Principles

CLIQUE College will, within available resources:

- Strive to build a learning environment that accommodates the individual needs of each student.
- Create opportunities for learning for all and aim to provide excellent education and training, enhancing individual potential with a focus on high student achievement and progression.
- Ensure an environment free from discrimination, harassment, and bullying on various grounds including race, gender, class, sexual orientation, marital status, age, religion, belief, culture, mental health, learning difficulty, disability, and ex-offender status.
- Promote diversity through quality review, monitoring, tutorials, and counselling.
- Foster mutual respect and understanding among all members of the CLIQUE College community.
- Adhere to all equal opportunities laws and keep the community informed of relevant developments.
- Identify good practices and promote positive role models.
- Establish and review standards and codes of practice annually, focusing on:
  - Encouraging diversity.
  - Training staff on the characteristics of all groups.
  - Supporting students in fulfilling their potential.

## 4. Responsibilities

Everyone is responsible for upholding this policy. Specific responsibilities include:

CLIQUE College:

- Ensure practices are consistent with this policy.
- Promote awareness of the principles involved.
- Foster mutual respect and understanding within the college community.
- Develop and implement measures to ensure equality of opportunity.
- All Students:
  - Foster mutual respect and understanding within the CLIQUE College community.

## 5. Positive Action

CLIQUE College is committed to positive action, distinct from positive discrimination, to enable all individuals to develop their full potential and overcome discrimination.

## 6. Redress

Students who believe they have been discriminated against should contact the Head of Student Services for informal resolution or guidance on formal procedures. For formal complaints about another student's behaviour, the Head of Student Services will investigate and may initiate the Student Disciplinary Procedure. CLIQUE College will challenge all forms of discrimination and enforce its disciplinary procedures as necessary.

## Code of Practice

All staff and students are expected to:

- Create an environment providing equality of opportunity and freedom from discrimination and harassment.
- Treat all community members with respect and understanding.
- Consider the rights and diversities of all Institute users.
- Report any issues of discrimination, prejudice, bullying, or harassment.

CLIQUE College adheres to the equal opportunities policies and procedures of our awarding and funding partners.