Equality & Diversity Policy
1. **Purpose**

This policy seeks to promote equality of opportunity for all and applies to all staff employed by the Institute, students, visitors and all those engaged in business on behalf of the IOE including (such as contracted and agency staff, visiting academics, those seconded to the IOE and those undertaking an internship at the IOE). Everyone is expected to abide by and practically implement this policy.

It sets out our commitment to equality and diversity and how the Institute will operate to ensure that equality is embedded in everything that we do.

2. **Scope**

Education is critically important – in enabling individuals to lead fulfilling lives, and in building fair, cohesive and prosperous societies. The Institute is passionate about furthering education for all in its broadest sense, and supporting those who make it possible.

Our work is rooted in a commitment to truth, critical reason and social justice. Within our values statement we make clear that the Institute will exemplify ethical conduct, underpinned by a strong commitment to Equality & diversity. We will endeavour to embed equality and diversity into polices and processes making sure that they become integral to everything the Institute does.

The Institute is committed to supporting, developing and promoting equality and diversity in all of its practices and activities and aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy and respect. No one will be treated unfairly in relation to any protected characteristic i.e. ethnicity, sex, gender identity, sexual orientation, religion & belief or non belief, age, disability, pregnancy or maternity and marriage/civil partnership status.
3. Responsibilities

The overarching responsibility for this policy lies with the Institute’s Council, ensuring we operate within this policy and equality legislation; however it is everyone’s responsibility to ensure that unlawful discrimination does not occur.

The Equality & Diversity committee has overall responsibility in embedding equality within the Institute and will seek to monitor its progress.

This policy underpins the mission of the Institute and is integral to its success as a powerful champion of excellence in education and related social science and as an employer of choice.

4. Equality Frameworks

This policy will form part of the Institute’s equality framework. This policy sits alongside the following documents:


Equality Objectives – these objectives were set in April 2012. They consist of realistic objectives that were developed after consultation with staff and students along with the reviewing of data. Progress on the objectives is reviewed annually and published on our website. [http://www.ioe.ac.uk/about/documents/About_Policies/Equality_Objectives_V4.doc.pdf](http://www.ioe.ac.uk/about/documents/About_Policies/Equality_Objectives_V4.doc.pdf)

Equality Analysis – this is our approach to embedding equality into our decision making process. All reports that go to the Senior Leadership Team, Committees and Senate will be required to have undergone Equality Analysis. Guidance on this can be found here on our website. [http://www.ioe.ac.uk/about/policiesProcedures/17633.html](http://www.ioe.ac.uk/about/policiesProcedures/17633.html)
Equality related policies:

- Flexible Working Policy
- Religion & Belief Policy
- Accessibility Policy
- Disputes Resolution & Grievance Policy
- Time off for Dependents

5. Monitoring performance

We will actively monitor our performance to ensure we are meeting our commitments. For example, we will gather and use the following information, disaggregated by equality and diversity parameters, to monitor and improve practice.

For employment:

- Staff profile
- Grievance records
- Disciplinary records
- Complaints
- Staff progression
- Access to and satisfaction with staff development opportunities

For students:

- Recruitment, retention, achievement and success
- Progression
- Learner satisfaction
- Complaints
• Disciplinary records

Outcomes from analysis of the above information will and have informed our equality objectives.

Regular reports assessing our progress in meeting our commitments and improving practice will be presented annually at the Equality & Diversity committee and will be published together with equality improvement targets.

6. Legal Framework

The Equality Act 2010 provides a single legal framework with clear, streamlined law to effectively tackle disadvantage and discrimination.

Section 149 of the Act imposes a duty on ‘public authorities’ and other bodies when exercising public functions to have due regard to the need to:

a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act

b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We must pay due regard to the public sector equality duty by:-

• remove / minimise disadvantages experienced by persons who share a relevant protected characteristic that are connected to that characteristic

• take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who don’t share it
• encourage persons with a relevant protected characteristic to participate in public life or in any other activities where participation by such persons is disproportionately low

The Institute is proud of its diversity and aims to provide an environment where everyone can learn, work, develop and progress without barriers, where equal life chances are given to all.

7. Document Owner and Approval
The Director of Institute is the owner of this document and is responsible for ensuring that this procedure is reviewed in line with the review requirements of the IOE’s business standards.

A current version of this document is available to all members of staff on the IOE intranet and is published at:

http://www.ioe.ac.uk/about/policiesProcedures/789.html

This policy was approved by the Equality and diversity committee on 16th October 2013 and is issued on a version controlled basis under his/her signature.

| Signature: | Date: |