



# Equality, Diversity and Inclusion Policy

## Lynwood School of Veterinary Nursing

Last updated	20.06.2019
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### Definitions

<b>EDI</b>	means Equality, Diversity and Inclusion.
<b>Responsible Persons</b>	means Heads of School

Lynwood School of Veterinary Nursing not only fulfils its legal position in relation to current and future equality legislation, but is committed to encouraging equality and diversity among our employees and learners, and eliminating unlawful discrimination.

### The Aim

The aim is for our employees to be truly representative of all sections of society and our learners, and for each employee to feel respected and able to give their best.

This Policy applies to all current employees, students and visitors.

The EDI Policy will be reviewed at least annually from the date printed on this policy.

### **Lynwood School of Veterinary Nursing will comply with the general equality duty by:**

- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- This commitment includes all staff about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in



employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

- All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Lynwood School of Veterinary Nursing understands and acknowledges that on some occasions, individuals and groups may be treated more favourably than others because of their protected characteristic in order to advance equality.

The nine Protected Characteristics set out by the Equality Act 2010 are:

- age
- disability
- race
- pregnancy and maternity
- religion or belief (including lack of belief)
- gender reassignment
- sexual orientation,
- marriage and civil partnership
- sex (male or female)

To comply with the specific duties requested upon colleges by the **Equality Act 2010** Lynwood School of Veterinary Nursing will:

- Prepare and publish equality objectives;
- Give due regard to the specific duties when developing, evaluating and reviewing policies;
- Give due regard to the specific duties when designing, delivering and evaluating services, including co-educational provision.



In order to realise our commitment to EDI, Lynwood School of Veterinary Nursing will:

- Ensure everyone accepts their responsibility to uphold equality and show respect to others;
- Engage leadership and management with the EDI Strategy and objectives
- Seek staff engagement, awareness and support through regular team meetings;
- Seek student engagement, awareness and support through a variety of learner involvement strategies;
- Ensure equality analysis of policies, procedures and strategies, environment, activities and resources according to Equality Impact Assessment procedure;
- Demonstrate its commitment to EDI through widening participation, actively seeking educational and social inclusion, fostering an inclusive and safe culture, valuing equality and respecting and celebrating diversity;
- Promote awareness of EDI through training and information, advice and guidance;
- Investigate and take appropriate action for all complaints relating to any strand of equality;
- Monitor and review EDI objectives on an annual basis
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.