

# Cumbria Rural Academy

## Equality and Diversity Policy

### **Introduction**

This policy represents Cumbria Rural Academy's commitment to equality and diversity. It sets out the responsibilities for communication, implementation and monitoring of the principles set out in this policy.

### **Aims & Objectives**

The aim of this policy is to ensure that Cumbria Rural Academy's commitment to equality of opportunity for its students, staff, suppliers, contractors and visitors is demonstrated in practice, thereby supporting the moral purpose and values that it holds.

Apart from a general commitment to equality and diversity the policy specifically covers the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.

The objectives of this policy are to

- Proactively promote equality of opportunity for all
- Eliminate all forms of indirect and direct discrimination, bullying, harassment, victimisation or other forms of oppressive behaviour
- Ensure that equality and diversity are embedded in all policies, procedures and practices
- Ensure that reasonable adjustments are made and, wherever possible, barriers are removed that limit access and opportunities.
- Ensure that providers of goods and services to Cumbria Rural Academy adopt good practice principles in relation to Equality and Diversity.

### **Communication of this Policy**

The policy will be communicated to students & staff during induction and through the regular briefing process.

The policy will be referenced in other policies where relevant.

### **Responsibilities**

The Director of Cumbria Rural Academy is responsible for ensuring that Cumbria Rural Academy meets its legal obligations in respect of the Equality Act 2010 and any Equalities legislation, that its policies are developed, implemented, and monitored and that information on performance against this policy is reported.

The Director of Cumbria Rural Academy is responsible for ensuring that all staff and students are aware of the policy on equality and diversity, promote adherence to the policy and challenge any incidences of inequality.

All staff, teaching and non-teaching alike are responsible for complying with this policy, for promoting equality and diversity in all aspects of the centres work and for challenging any incidences of inequality.