

Equality and Inclusivity Policy

21

ACADEMY





“

to offer excellent face to face and online academic courses with the aim of providing students with a learning experience comprising of quality of teaching, learning facilities and a positive education experience.

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Preamble

The Academy is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. This commitment is underpinned by the Academy's core values, expressed in its mission statement:

- Freedom of thought and expression.
- Freedom from discrimination.

The Academy is therefore committed to a policy and practice which require that, for students, admission to the Academy and progression within undergraduate and graduate studies will be determined only by personal merit and by performance. For staff, entry into employment with the Academy and progression within employment will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the institution concerned.

1. Aim and Scope of Document

The Equality and Inclusivity Policy is designed to assist all students and employees of 21 Academy in creating a secure, inclusive, and fair learning and working environment that allows everyone to achieve their full potential.

An outline of 21 Academy's commitment to promoting equal opportunities and working to eliminate any illegal or unjust discrimination and harassment at work and in the classroom can be found in this policy. It applies to all 21 Academy employees and students at various levels of their education.

2. Definitions

Disability:

denotes a physical, mental, or sensory impediment that, when combined with other barriers, makes it difficult to participate fully and effectively in society on an equal footing with others.

Discrimination:

Prejudice-based denial of participation or human rights to specific groups of people. It encompasses negative treatment of an individual or group based on their actual or perceived membership in a particular group or social category. Discrimination can be direct or indirect, and it can be intentional or unintentional.

Equality:

means equity and fairness in a secure, equitable, and inclusive learning and working environment that allows staff and students to reach their full potential and the 21 Academy to meet its strategic goals.

Inclusive:

means that everyone is included, and no one is left out.

Safe:

means security against bodily, mental, and emotional risk or injury.

Staff/ Employee:

describes a person who works with 21 Academy full-time or part-time.

Students:

refer to individuals enrolled, or are planned to be enrolled in courses provided by 21 Academy

3. Equality and Inclusivity

Diversity is important to 21 Academy's strategic goals and long-term performance, thus it is valued and celebrated. 21 Academy seeks to attract and develop staff and students from diverse backgrounds, as well as build an inclusive atmosphere.

21 Academy:

- Provides a welcoming and inclusive learning, working, and social atmosphere in which everyone feels respected and may reach their full potential;
- Provides chances to all, with judgments made based on merit and without bias;

21 Academy strives to ensure that all learners, staff, guests, together with prospective students or employees are treated equally and are never experience discrimination.

21 Academy is committed to providing equal opportunity for everyone, irrespective of:

- Age;
- Ethnicity (including race, colour and nationality)
- Gender reassignment;
- Marriage and civil partnership
- Physical ability;
- Pregnancy and maternity (whether or not person is pregnant or have given a birth)
- Sex; o Religion or belief;
- Sexual orientation;

4. Providing Equal Opportunities

21 Academy respects the principles of fairness and inclusivity and strives to provide equal chances in this area, regardless of gender, marital status, family obligations, physical abilities, sexual orientation, political or religious convictions. 21 Academy has a zero-tolerance policy to any discriminatory or threatening behaviour and seeks to create an environment that encourages ethical learning and work.

5. Responsibilities

Management:

- Keeping up to speed with relevant legislation while overseeing, guiding, and monitoring Institutional efforts on equality and diversity.
- Incorporating equalities considerations into all their activities and choices.
- Taking an active role in promoting equality and diversity.
- Promoting equality and diversity in all aspects of their area's operating activity.
- Ensuring that all employees and students are aware of their obligations and that they understand and follow the policy.
- Ensuring that curriculum materials are available to all students and that they are free of sexist, and other discriminatory assumptions, images, and languages, unless they are being studied as examples of such.
- Ensuring that the Institute's research is not in violation of this policy.

Lecturers:

- Through their teaching and interactions with students and staff, they promote equality and diversity.
- Ensuring that their teaching style and attitude encourage pupils to appreciate and comprehend diversity and equality.
- Ensuring that research carried out as part of a study program does not violate this policy.

6. How to action a breach of this policy

Staff should notify the Director of Studies if they have any concerns regarding unlawful discrimination, harassment, or bullying.

Students should notify their lecturer or the Director of Studies if they have concerns about unlawful discrimination, harassment, or bullying.



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