



EQUALITY & DIVERSITY POLICY

1. Policy Statement

Sportscape recognises and values the social and cultural diversity in which it operates and is committed to promoting equality and respecting the dignity of all staff, students and other individuals to whom it provides services. Sportscape is committed to providing conditions which enables everyone to participate fully in learning and achieve to their fullest potential and is opposed to any form of harassment or discrimination.

Sportscape has a fundamental belief in the right of everyone to be treated with respect and regarded as equal status regardless of:

- Race
- Economic status
- Gender
- Gender re-assignment
- Age
- Religion or belief
- Disability
- Sexual orientation
- Pregnancy and maternity

2. Scope

The Equality and Diversity policy covers all Sportscape staff and students.

3. Legislation

The Sportscape policy affirms its commitment to the current, and any subsequently enacted legislation governing equality, in particular:

- The Rehabilitation of Offenders Act 1974
- Data Protection Act 1998
- Human Rights Act 1998
- Special Educational Needs and Disability Discrimination Act 2001
- Equality Act 2010



4. Responsibilities

Everyone has a responsibility to ensure that Sportscape complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Promote good relations between people who share a protected characteristic and those who do not.

Sportscape recognises that all of its staff and students have a duty to support and uphold the principles contained in the Equality and Diversity Policy. This includes creating a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students. Bullying, harassment or discrimination against any individual will not be tolerated.

It is the responsibility of everyone to ensure that behaviour not in accordance with this policy is challenged and any allegations are taken seriously and dealt with through the relevant procedure.

5. Actions to Implement and Develop Policy

An Action Plan will be prepared each year by the MD. The Action Plan will include specific targets to be achieved and take account of:

- 5.1 Sportscape goals and targets
- 5.2 Legislative requirements
- 5.3 Issues raised by staff and students
- 5.4 Positive action to promote and celebrate Equality and Diversity

6. Monitoring and Evaluation

The MD will monitor the operation of the policy by taking the following actions:

- 6.1 Gathering statistics about staff and students, analysing the statistics, identify any issues arising and make proposals for specific actions to address any inequalities
- 6.2 Preparing and delivering an agreed Action Plan each year to develop equality
- 6.3 Ensuring marketing, recruitment and selection procedures and training conform to equality requirements
- 6.4 Ensuring curriculum and course design takes account of equality issues
- 6.5 Keeping staff and students regularly updated in respect of equal opportunities issues
- 6.6 Monitoring progress with any issues relating to physical access

7. Related Policies

- Anti bullying policy

Please note:

- We will consider any request for this policy to be made available in an alternative format or language.
- We review our policies regularly to update them and to ensure that they are accessible and fair to all. We welcome suggestions for improving the accessibility or fairness of this policy.

Approved by:	Version:	Issue Date:	Review Date:	Next Review Date:
MD	V.1	Jan 2018	Jan 2019	Jan 2020