



Equal Opportunities, Diversity and Inclusion Policy

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The Franchisee is responsible for the implementation and oversight of this Policy.

This policy shall normally be reviewed every 3 years

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Italia Conti Associates

1) Overview

Italia Conti Associates is committed to providing equality of opportunity for all students and staff across and within all aspects of its activity, regardless of race, disability, religion or belief, sexual orientation, gender or gender reassignment, pregnancy or maternity (these are known as 'protected characteristics'). Italia Conti Associates will not tolerate any form of discrimination or harassment. This includes racism, sexism, homophobia, transphobia, ableism, ageism, Islamophobia, antisemitism, and all other forms of discrimination.

2) Aims

The aims of this policy and Italia Conti Associates' ethos as a whole are to:

- eliminate discrimination on grounds of any of the protected characteristics;
- promote equality of opportunity for all members of the Italia Conti Associates community;
- comply with Italia Conti Associates' equality duties under the Equality Act 2010.

All members of the Italia Conti Associates community are expected to comply with this policy, and with our core principles of tolerance and respect.

3) Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination;
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

4) Purpose

The purpose of this policy is to encourage and establish core principles, best practice and indicators of equality to inform our working practice and fulfil our ambition to provide a fair and inclusive environment for all potential students, enrolled students and staff.

Italia Conti Associates provides part time extra curricular activity for all levels of education up to and including students who have completed compulsory school education.

5) Core Principles and Practices

Italia Conti Associates promotes an ethos of equality, valuing and fostering a diverse learning community, where considerations for access and widening participation inform our activities and strategies, shape our processes and practices, and where diversity and individuality are respected as being central to the success of the individual and the organisation.

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Italia Conti Associates' schools afford all students access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The schools will not discriminate against a student on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

Our central principles are that:

Regardless of age, ethnicity, disability, family responsibility, gender, marital status, nationality, race, religion, sexual orientation or socio-economic status:

1. Italia Conti Associates treats all members of the community with respect and dignity and seeks to provide a positive working and learning environment free from discrimination.
2. Italia Conti Associates considers every application for admission in a fair and equal way in accordance with this policy and the *Admissions Policy*. All students applying to join Italia Conti Associates at all educational levels will be given the same opportunities to participate. Italia Conti Associates will offer the same opportunities in its selection for places through its audition and interview process.
3. Where selection is required, for casting and acceptance to Associate Pro Courses, candidates will be considered purely on the basis of their aptitude, skills and potential, irrespective of their gender, disability, pregnancy and maternity, race, religion or belief or special educational needs ('SEN') or Additional Learning Support (ALS) requirements.
4. No student or staff member should be excluded from any activity, benefit or service, (excepting where benefits, activities and services are offered to identified groups by third parties as well as ourselves with a view to widening access and participation).
5. No student or staff member should be subject to any form of sexual harassment.
6. No student or member of staff should at any time suffer less favourable or preferential treatment from staff or peers.
7. No member of staff or students should intentionally or unintentionally be allocated tasks, duties or responsibilities, or have these withheld on the basis of unlawful discrimination. However, in some cases, members of staff may be asked to undertake pastoral duties with respect to students of the same gender where this is deemed appropriate.
8. The religious beliefs and practices of all students and staff members should be respected, provided that the exercise of these does not infringe the rights or opportunities of other students or members of staff.
9. No student or staff member should be subject to any verbal, physical or other abuse from staff or students. Italia Conti Associates will challenge inappropriate discriminatory behaviour by students and staff. Italia Conti Associates will maintain clear *Codes of Conduct* for staff and students.

10. All students and staff members should have equal access to information under the terms of our *Data Protection Policy* and *GDPR Policy* guidelines.
11. Italia Conti Associates is committed to the avoidance of any form of language, either written or spoken, or body language which might be regarded as derogatory, intimidating or offensive to any individual.
12. Any abuses of these guidelines should be dealt with via the Disciplinary, Appeals and Complaints procedures in with reference to the *Codes of Conduct*.
13. Italia Conti Associates will actively promote equal opportunities, diverse and inclusive ethos and practice, including in-house and/or external training and development sessions to Franchise Holders.
14. Italia Conti Associates seeks to recruit and employ its staff from a diverse range of applicants, with open and transparent procedures and monitors applications data.
15. Italia Conti Associates positively promotes, discusses and encourages its equal opportunities, diverse and inclusive ethos, beyond its statutory obligations and legal requirements.
16. Italia Conti Associates will ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices.

6) Implementation and Working Practices

- Italia Conti Associates staff will be expected to promote positive images and examples of positive role models to avoid prejudice and raise awareness of related issues.
- Italia Conti operates a zero-tolerance approach toward unacceptable abusive or unprofessional behaviour or language, which could be interpreted as harassing, intimidating or discriminatory.
- Any staff or student who experiences any form of discrimination, intimidation or harassment has full and open recourse to the Complaints procedures to resolve this.
- Equal Opportunities monitoring data will be collated and monitored (according to the *Data Protection Policy*), and is used to inform review and development.
- Resources and communal provisions (to include catering, IT, signage etc.) will be maintained (short term) and developed (long term) to support the needs of a diverse learning community. Some venues may be better equipped to support a student's individual needs and Italia Conti Associates will endeavour to find the most appropriate centre/ school to accommodate students with individual support benefits to improve their experience.

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- The curriculum and the teaching/learning strategies within the provision at all educational levels allows for appropriate flexibility and reasonable adjustments in order to accommodate the specified needs of different learners.
- Where necessary, students may be asked to be supported by a qualified and known carer already familiar to the student. The carer must have successfully undergone a DBS check or hold a volunteer chaperone licence.

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