



is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the company Director. However, all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

EDGTL LTD observes the rights and respects the dignity of staff, students, visitors and all others with whom EDGTL LTD has contact. It makes every effort to create an inclusive and diverse working, learning and social environment, free from unfair discrimination, prejudice and all forms of harassment and bullying.

2.1. Gender

Gender equality in the context of the EDGTL LTD Equal Opportunity and Respect for Diversity policy refers to:

- i. Equality of access to employment and equality of access to academic provision irrespective of gender.
- ii. Equality of treatment (e.g. pay, promotion) in the workplace and in relation to academic provision irrespective of gender.
- iii. Freedom from harassment and intimidation.
- iv. Every person, male or female, is represented equally in learning outcomes and assessment criteria and examples.
- v. Every person, female or male, is portrayed as being of equal status.

EDGTL LTD prohibits discrimination, harassment or victimization against a student (current, prospective or past), a member of staff (potential, current or past) or a visitor to EDGTL LTD on the grounds of their gender, whether perceived or actual.

2.2. Age

Age refers to a person belonging to a particular age group, which can include people of the same age and people of a particular range of ages.

EDGTL LTD prohibits discrimination, harassment or victimization against a student (current, prospective or past), a member of staff (potential, current or past) or visitor to EDGTL LTD because of their age, whether perceived or actual. This means, for example, that EDGTL LTD will not reject a qualified job applicant because a person belongs to a certain age group, whether perceived or actual.

2.3. Race & Nationality

The terms 'race and nationality' refer to an individual's race, color, nationality and ethnicity.



i. Nationality includes, for example, being a Spanish, American or Sudanese OR belonging to a certain 'tribe'.

EDGTL LTD prohibits discrimination, harassment or victimization against a student (current, prospective or past), a member of staff (potential, current or past) or visitor to EDGTL LTD because of their race, whether perceived or actual.

2.4. Disability

The term 'disability' refers to any person who:

- i. Has a physical or mental impairment, with or without outward visible signs.
- ii. The impairment has a substantial and long-term adverse effect on his/her ability to perform normal activities.

In this definition those who have to use a wheelchair as their normal method of transportation, and those who suffer from Depression, Diabetes, Dyslexia, Cancer, Multiple Sclerosis, HIV, are included. Protection for some disabilities, like Multiple Sclerosis, HIV and Cancer, starts at diagnosis even if there are no apparent symptoms.

EDGTL LTD prohibits discrimination, harassment or victimization against a student (current, prospective or past), a member of staff (potential, current or past) or a visitor to EDGTL LTD

2.5. Religion

Religion refers to:

- i. Religion (e.g. Christianity, Islam Judaism, Hinduism, Zoroastrianism, Buddhism),

Or

- ii. Denomination of a religion (e.g. Sunni, Shiite).

EDGTL LTD prohibits discrimination, harassment or victimization against a student (current, prospective or past), a member of staff (potential, current or past) or visitor to EDGTL LTD because of their religions, whether perceived or actual.

2.6. Sexual Orientation

The term sexual orientation refers to someone who feels attracted sexually or romantically, or both to:

- i. Someone of the opposite sex or gender
- ii. Someone of the same sex or gender
- iii. To both sexes or more than one gender

EDGTL LTD prohibits homophobic behavior, discrimination, harassment or



victimization against a student (current, prospective or past), a member of staff (potential, current or past) or visitor to EDGTL LTD because of their sexual orientation, whether perceived or actual.

Implementation

In principle and in practice, the creation of an environment throughout EDGTL LTD where equality of opportunities and respect for diversity is promoted is the responsibility of all members of EDGTL LTD, both staff and students. However, the Director of EDGTL LTD is ultimately responsible for the implementation of this policy. To meet this responsibility, he/she will ensure that the following are achieved through an action plan to ensure the following:

- All rules and regulations of EDGTL LTD are consistent with 1-6 above.
- Adequate budget is allocated and necessary administrative infrastructure is set up for the implementation of this policy throughout EDGTL LTD.
- A monitoring system to ensure this policy is adhered to across EDGTL LTD is created and maintained, using surveys and other methods.
- An effective procedure for grievances against any violation of 1-6 above in any area of EDGTL LTD by any student or member of staff is created and maintained.
- Appropriate training is provided to senior staff about this policy and its implementation.
- All learning resources support the implementation of this policy.
- All course materials, as far as possible, cater for the needs of the disabled students and they are provided with necessary assistance during registration and the remainder of the course.

Section 3 Contact information

3.1 Your EDGTL LTD contact for this policy

If you have any queries about the contents of the policy, please contact our Customer Support team:

Email: support@edgtl.com

Telephone: 0800 043 2500

Post: EDGTL LTD, 71-75 Shelton Street, London, WC2H 9JQ