



LEICESTER TIGERS Foundation

Equality & Diversity Policy

1. Introduction

The Leicester Tigers Foundation is committed to equality of opportunity in every aspect of its activities. The Foundation ensures equality of opportunity both as an employer and as a provider of education and training. This policy will be communicated to all staff and learners during their induction and will be reviewed and updated regularly to reflect changes in legislation and best practices.

2. Scope

This policy applies to all learners and employees of the Foundation, covering all aspects of work and interaction with the Foundation. Key areas include:

- **Learners:** Admissions and Guidance, Learning Support, Teaching, Learning and Curriculum, Progression, Attainment and Assessment, Bullying and Harassment.
- **Staff:** Recruitment and Selection, Induction, Training, Disability, Grievance, Bullying and Harassment.
- **Other:** Online and remote engagements, partnerships, and external activities.

Breaches of this policy will be managed through the Foundation's Disciplinary Policy and Procedure.

3. Purpose of this Policy

To ensure that no learners, members of staff, visitors, or others who come into contact with the Foundation receive less favourable treatment on the grounds of:

- Age
- Gender, gender reassignment
- Sexual orientation
- Marital or family status, including pregnancy
- Disability or learning difficulty
- Mental or physical health status
- Physical appearance
- Socio-economic status
- Ethnic origin, perceived 'race', skin colour, nationality or national origin
- Religion or belief, philosophical belief or no belief
- Working hours



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- Membership/non-membership of trade unions
- Any other cause leading to unfair discrimination

4. Key Principles

In order to fulfil this policy, the Foundation is committed to the following key principles:

- Promoting an organisation where people are treated with respect and dignity, with zero tolerance for intimidation or harassment.
- Creating a positive inclusive ethos with a shared commitment to respecting diversity and difference and encouraging good relations between different groups.
- Taking reasonable steps to prevent any form of harassment, direct or indirect discrimination, or victimisation.
- Ensuring that no student, staff member, or job applicant is placed at a disadvantage by unreasonable or irrelevant requirements.
- Consulting with staff, students, and partners on issues relating to Equality and Diversity.
- Raising awareness of equality and diversity issues and the Foundation's expectations for a safe and inclusive environment.
- Developing a curriculum that meets the needs of the community and supports underrepresented groups.
- Collecting, analyzing, and reporting data to identify and address areas of inequality.
- Assessing all potential learners or job applicants on their individual merits and their ability to undertake employment, training, and education successfully.
- Making reasonable adjustments to support learners and staff, including those with physical or mental impairments.
- Conducting impact assessments on policies, practices, and procedures to evaluate potential negative impacts on specific groups.
- Providing suitable training and support for staff to implement equality and diversity throughout their work.

5. Equality Principles in Employment

The Foundation aims to employ a workforce that reflects the community it serves. In achieving a balanced workforce, the Foundation will ensure that no employee, job applicant, or candidate for promotion is disadvantaged or treated less favourably due to irrelevant conditions or requirements.

Reasonable adjustments will be made to arrangements and premises to ensure equal access for employees or potential employees in line with the Equality Act 2010. Equality issues will be embedded into all recruitment and employment policies and procedures.

6. Equality Principles in Education



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The Foundation will treat all students as individuals with dignity and respect, ensuring access to facilities, learning opportunities, and support. The curriculum will promote all aspects of equality and diversity and will be evaluated regularly to ensure effectiveness.

7. Discrimination and Victimisation

Support and assistance will be provided to students and staff who believe they have been victims of discrimination or victimisation. All acts of unlawful discrimination or victimisation will be treated as disciplinary offences under the Disciplinary Procedure, which may lead to dismissal or exclusion in serious cases. Individuals may be held personally liable for acts of discrimination or victimisation they commit, authorise, contribute to, or condone.

8. Data Collection

To meet the public sector equality duty, the Foundation will ensure the collection and monitoring of student data related to disability, gender, race, and ethnic origin in:

- Applications
- Enrolments
- Student distribution by course
- Student progress rates
- Satisfaction via surveys, focus groups, and Student Voice
- Achievement levels
- Retention rates
- Success rates

Staff data will be collected and analyzed in relation to disability, gender, race, ethnic origin, religion or belief, and sexual orientation in:

- Applications for employment
- Successful and rejected candidates
- Training
- Disciplinary and grievances

Data collection will comply with data protection regulations, including GDPR.

9. Responsibilities and Monitoring

The Foundation's Management team has overall responsibility for ensuring adherence to equality and diversity laws and promoting this policy. The Board will provide high-profile leadership on equality and diversity issues and integrate these objectives into strategic plans.

All employees and learners are responsible for upholding the policy. Employees must promote and embed equality and diversity in all learning programs.



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10. Review

This policy will be reviewed annually by the CEO, with updates made in response to legislative developments and best practices. More frequent reviews may occur as needed.

11. Complaints

The Foundation is committed to providing a means of redress to anyone who believes it has not adhered to this policy. Complaints should be submitted in writing, and the process for handling complaints, including timelines and escalation procedures, will be clearly outlined.

12. Equality and Diversity Legislation

The Equality Act 2010 consolidated previous anti-discrimination legislation into a single Act. This policy reflects the current legal framework and incorporates any recent amendments or additions.

13. Who does the Act Protect?

The Equality Act 2010 protects individuals based on the following nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

14. Types of Discrimination

The Equality Act 2010 recognizes eight types of discrimination:

- **Direct Discrimination:** Treating someone less favourably due to a protected characteristic.
- **Indirect Discrimination:** Rules or practices that disadvantage certain groups.
- **Discrimination Arising from Disability:** Unfavourable treatment related to a disability.
- **Discrimination by Association:** Direct discrimination against someone due to their association with another person with a protected characteristic.
- **Discrimination by Perception:** Direct discrimination based on perceived characteristics.
- **Harassment:** Unwanted conduct that violates dignity or creates a hostile environment.



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- **Third Party Harassment:** Harassment by a third party where the employer is aware but fails to act.
- **Victimisation:** Unfair treatment because of complaints or support for others who have made complaints.

15. Equality and Diversity Terms

Definitions for commonly used terms:

- **Diversity:** The range of visible and non-visible differences among people, managed to create a productive environment.
- **Equal Opportunities:** Ensuring freedom from discrimination and addressing institutional discrimination.
- **Bullying:** Offensive, intimidating, malicious, or insulting behaviour intended to undermine or humiliate.
- **Hate Crime or Incident:** Crimes motivated by hatred or prejudice against protected characteristics.
- **Positive Action:** Measures to encourage participation from underrepresented groups, distinct from positive discrimination.

Appendix 1

The Trustees will:

- Provide leadership and accountability for equality and diversity.
- Ensure adherence to equalities legislation and integration into strategic plans.
- Provide role models, congratulate good practice, and ensure a consistent response to incidents.
- Oversee the development, review, and communication of policies.
- Ensure appropriate training and positive action against discrimination and inequality.
- Encourage the sharing of good practice and ensure information on bullying or harassment is accessible.

Managers will:

- Ensure equality and diversity are included in schemes of work and lesson planning.
- Monitor progress and review action plans for student groups.
- Provide staff training and assess its impact.
- Promote equality and diversity themes during lessons and maintain links with the Tutorial programme.
- Conduct inclusive risk assessments with disabled students as needed.

Teaching Staff will:



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- Raise issues contributing to policy review and development.
- Challenge discriminatory behaviour and maintain policy awareness.
- Ensure consistent responses to incidents and promote equality in lessons.
- Monitor and address equality gaps and ensure opportunities for feedback.
- Conduct inclusive risk assessments for health and safety issues.

Students will:

- Behave with respect and fairness.
- Report bullying or harassment and challenge discriminatory behaviour.
- Uphold the Student Code of Conduct.

Policy reviewed in Sep 24. Next review in Sep 25