

Equality & Diversity

The Learning World Commitment Statement

We Will:

- Comply with, and where appropriate, go beyond specific legal obligations in line with the Single Equality Bill relating to race, disability, gender and age.
- Ensure that equality and diversity is embedded across the organisation by developing systems to ensure that the planning, implementation, and delivery of equality and diversity flows throughout the organisation.
- To involve staff, learners and employers at all levels through visible initiatives, including inductions, training, guidance, leadership and feedback, which will support the ongoing development and improvement of policies and procedures.
- Use reporting procedures to inform our progress, and measure the impact of this policy to ensure that no direct or indirect discrimination exists.
- To define lines of accountability and responsibility for employees, learners and employers.
- Demonstrate a commitment to challenging and preventing racism, bullying and discrimination, and encouraging diversity and difference in order to create positive relations between people of different groups.
- Ensure that all learners succeed and can progress in ways that match their abilities and aspirations.
- Promote an inclusive environment in relation to gender, race, ethnicity or national origin, religion, colour, age, caring responsibilities, marital status, sexual orientation, disability, physical ability or mental health, spent or irrelevant convictions.
- To review this policy on an annual basis.

Signed:



Date: 16 February 2010

Helen Smith, Chief Executive Officer