



POLICY DATE: JANUARY 2020
REVIEW & UPDATE: JULY 2020

EQUALITY & DIVERSITY POLICY

CPPD is committed to promoting equality and diversity. We aim to provide an inclusive and supportive environment for our students and staff, where:

- people are treated equitably regardless of race, age, gender identity or reassignment, sexual orientation, marriage and civil partnership status, pregnancy and maternity, religious belief, disability, trade union activity or any other inappropriate or irrelevant distinction, in accordance with the Equality Act 2010.
- everyone is treated with dignity and respect, and where
- we operate a zero-tolerance policy towards bullying and harassment.

Bullying and harassment means any unwanted behaviour that makes someone feel intimidated, degraded, humiliated or offended.

We promote diversity by recognising the particular contributions that can be made by individuals with a wide range of backgrounds and experiences. We believe that diversity should be seen as something positive, to be valued. We strive to create a work and study environment free from unfairness and discrimination and seek to deal effectively with any complaints of such conduct. Discrimination is destructive to a positive work and study environment and will not be tolerated.

This Equality and Diversity Policy applies to all students and staff, whatever their backgrounds or beliefs, and everyone who joins the CPPD community is expected to comply. As a student, it is your responsibility to make sure that:

- you have read and understood this policy, and
- you seek to avoid personal behaviour that causes offence to another student or member of staff, or makes them feel uncomfortable or threatened.

We acknowledge that higher education has an important part to play in making equal opportunities really work for all members of our society. As an institution based in an inner-city area we will establish and maintain links with the local community.

What to do if you feel you have been unfairly treated

If you feel that you are being subjected to unfair treatment, in the first instance it is helpful to keep a written record of events which have distressed you, and the effects that the behaviour has had on you.

If you feel able, make it clear to the person or persons causing the offence that such behaviour is unacceptable to you. Be specific so that the person knows exactly what you want to stop or change. If you wish, ask someone to be with when you do this, for support.

We recognise however that this is not always easy to do. If you feel unable to tackle the person concerned, this does not imply that you consent to unfair treatment, nor does it prejudice any complaint you may wish to bring. Any member of staff or student (or applicant to CPPD) can make a complaint about behaviour she or he considers to be in breach of this Equality and Diversity Policy.

You should bring your concern or complaint to the attention of your Tutor or one of the CPPD Directors. They will discuss options with you concerning how you may wish your concerns to be dealt with, including use of the formal complaints policy below which includes the option of using an external mediator. Staff are required to respond to complaints promptly and in a supportive manner, and you are also entitled to protection from any victimisation resulting from the complaint.

Breach of CPPD's policy on bullying and harassment may result in disciplinary action being taken. This may range from a verbal warning up to and including dismissal/expulsion from CPPD for serious offences.