

## Equality and Diversity Policy

### 1.0 Purpose

Regent Institute Middle East (RIME) is committed to promoting equality and diversity, ensuring a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the teaching and learning environment. We aim to be an inclusive community where diversity is valued, respected and built upon.

### 2.0 Aim

The aim of this policy is to:

- proactively communicate the details of the policy to all learners, staff and new starters.
- proactively tackle discrimination and ensure that no individual or group is directly or indirectly discriminated against, for any reason, with regards to accessing our services.
- Ensure equal opportunity and access for all groups.
- Impartially apply all learner-related policies, practices and procedures.
- provide equal opportunity to all, allowing learners to develop and realize their full potential.
- provide an atmosphere of dignity and respect for learners to learn and study in.

### 3.0 Policy statement

RIME is committed to ensuring that all academic, teaching and administration staff express our strong commitment to its full and active implementation. We will not tolerate attitudes and behaviour that amounts to direct discrimination, associative discrimination, including harassment or victimization and bullying through prejudice, ignorance, thoughtlessness, and stereotyping. We will also ensure that serious offences, including harassment, bullying or victimization will be treated as gross misconduct and may lead to disciplinary action, including dismissal from employment or classes.

### 4.0 Forms of Discrimination

Discrimination may be due to relevant protected characteristics which may include age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity.

1. Direct Discrimination occurs when someone is treated less favorably than another person because of a protected characteristic.
2. Associative Discrimination occurs when someone is discriminated against because they associate with another person who possesses a protected characteristic.
3. Discrimination by perception occurs when someone discriminates against an individual because they think they possess a particular protected characteristic. It applies even if a person does not actually possess that characteristic.
4. Indirect Discrimination occurs when a seemingly neutral provision, criterion, or practice that applies to everyone places a group who shares a characteristic at a particular disadvantage.
5. Victimization occurs when a learner is treated unfavorably, disadvantaged, or subjected to a detriment because they have made or supported a complaint of discrimination or raised a grievance.

The Responsibility of Staff is to:

- report any suspected discriminatory acts or practices.
- induce or attempt to induce others to practice unlawful discrimination.
- co-operate with any measures introduced to ensure equality of opportunity.
- not victimise anyone as a result of them having complained about, reported or provided evidence of discrimination.
- not harass, abuse or intimidate others.

## 5.0 Monitoring

The Service Quality Review Team who will monitor the implementation of this policy include:

### Staff Members Involved

Tutors, Assessors, Academic Staff

RIME Management

## 6.0 Review

This Policy will be reviewed annually by the RIME Senior Management Team.

It may also be reviewed in the case of any substantial change, whichever is earlier.

For advice and support please contact the Academic Head.

## Policy Information

Purpose	Policy Information
Title	Equality and Diversity Policy
Document Number	0169/80
Purpose	Regent Institute Middle East is committed to promoting equality and diversity, ensuring a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the teaching and learning environment. We aim to be an inclusive community where diversity is valued, respected and built upon.
Audience	Staff; Learners
Category	Operational
Next review date	March, 2025

## Version Control

Version	Author	Amended by	Date	Comments
1.01	DoS	DGS	26/9/2022	Policy approved by RIME Governance Committee
2.01	AH	QAC	20/3/2023	Policy approved by RIME Quality Assurance Committee
2.01	AH	QAC	18/3/2024	Policy approved by RIME Quality Assurance Committee