



EQUALITY, DIVERSITY AND INCLUSION POLICY

2021-2022

ESTYA is committed to a policy of equality of opportunity in all aspects of its operations and practices. We are committed to ensuring everyone using our services is treated fairly, with respect and dignity and in accordance with current UK equality and diversity legislation.

All staff at **ESTYA** are required to fully support this equality and diversity policy.

ESTYA is committed to the prevention of discrimination and actively promotes equality and diversity in access and entitlement to its qualifications and services regardless of gender, age, sexual orientation, gender reassignment, race, nationality, marital status, religion, belief, or disability.

Discrimination in the context referred to in this policy may take many forms including but not limited to the following:

- Offensive or hostile treatment of an individual on the grounds of any of the above grounds
- Verbal or physical abuse on the grounds of any of the above grounds
- Displaying overtly offensive material, either written or visual
- Unacceptable behaviour which fails to take into account the needs or rights of others.
- Criticising and denigrating individual practices
- Indirect discrimination; for example, holding examinations on a day on which candidates from a certain religion are unable to attend

ESTYA will meet its commitments in this policy by ensuring its teaching and learning programmes and support services for learners:

- Are available to everyone who can achieve the required standard;
- Are free from barriers which restrict access and progression;
- Are free from direct or indirect discrimination with regards to gender, age, sexual orientation, gender reassignment, race, nationality, marital status, religion, belief or disability;
- Accommodate, where reasonable to do so, the particular requirements of an individual learner, including those who may require special consideration to undertake assessment;
- Are supported by documents and promotional materials that are easily understood and do not reflect stereotype or bias and reflect the diversity of our learners;
- Are quality assured using processes that are fair and transparent.

To ensure this policy is understood and supported **ESTYA** will:

- Issue a copy to all staff and learners and ensure a copy is made available on the public website;

- Organise training and briefings for staff on a regular basis and as and when required;
- Include the principles of the policy in all other policy development and practice including all supporting guidance and services for learners;
- Review and monitor the effectiveness of this policy and improve it where required.

ESTYA will endeavour to respond promptly and efficiently in the event of a member of staff or learner reporting an incidence of inequality or discrimination. All questions or suspected breaches of this policy should be referred to Mr Slim Baklouti in the following ways:

By email: s.baklouti@esty.com

By post: 15 rue due Louvre, 75001 Paris, FRANCE

By phone: +33 (1) 88 88 00 50

By fax: + 33 (9) 72 12 60 36