
Equality, Diversity & Inclusion Policy

1. Policy Statement

Hult Ashridge is dedicated to actively creating a diverse and inclusive environment, committed to providing opportunities regardless of gender, religion, race, colour, sexual identity, disability, ethnicity, age, and all the individual identities that make us unique.

This policy is a guide to legal framework regarding Equality, Diversity and Inclusion (EDI), including the moral obligations Ashridge expects employees to embed within the working environment.

2. Scope

The policy applies to:

- Staff
- Students and apprentices
- Visitors
- Contractors and sub-contractors
- External speakers
- Volunteers

This policy relates to employment, education, and training, as well as interactions with all the above, with a purpose to not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- Age
- Disability
- Gender reassignment
- Race (including colour, nationality and ethnicity or national origin)
- Sex
- Sexual orientation
- Religion or belief
- Marriage or civil partnership
- Pregnancy and maternity.

3. Our commitments

Hult Ashridge commits to the following:

- Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination

- Promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.
- Take complaints of bullying, harassment, victimisation, and unlawful discrimination seriously
- Ensure that opportunities for training and development are available to all staff, to enable everyone to develop and reach their full potential
- Make decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- Review employment practices and procedures, when necessary, to ensure fairness, and update policies to consider any changes in law.

4. Types of discrimination

There are four main types of discrimination under the Equality Act:

- **Direct discrimination** – being treated differently and worse than others due to a protected characteristic
- **Indirect discrimination** – there being practices, policy or rules which apply to everyone in the same way, but it has a worse effect on some people than others, usually due to a protected characteristic
- **Harassment** – unwanted behaviour against one or more protected characteristics with the intention of violating an individual's dignity and in the process creating an intimidating, degrading, or humiliating environment
- **Victimisation** – being treated unfairly or subjected to a detriment because of having made a complaint about discrimination or helping someone who has been a victim of discrimination.

5. Culture of diversity

Hult Ashridge encourages staff, students, and apprentices to declare any support they may require for any disabilities or learning needs, to enable the appropriate support to be put in place. For more information, students and apprentices should refer to the **Additional Learning Support Policy**.

Hult Ashridge provides information and training to managers and other employees regarding their rights and responsibilities, as well as the conduct which is expected of them under this policy. Information regarding equality, diversity and inclusion is included within the staff induction 'Ashridge in a Nutshell', which is delivered to all new employees during their first month.

By taking these steps, Hult Ashridge ensures that all staff and trustees understand that they, as well as the organisation, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against employees, service users and members of the public.

Hult Ashridge will not tolerate behaviour including but not limited to:

- Isolating, ignoring, or refusing to work with particular people
- Sexist or racist remarks
- Displaying or distributing offensive material such as sexist or racist cartoons and pornography
- Making threats

- Persistent rudeness
- Physical violence.

6. Recruitment

Staff recruitment

Hult Ashridge strives to ensure that all aspects of recruitment and selection have due regard to this policy as well as associated laws. Hult Ashridge provides training for employees involved with recruitment and selection decisions to ensure that they do not consciously or unconsciously discriminate in making decisions.

For more information on recruitment please see the **Safer Recruitment Policy**.

Apprenticeships

Hult Ashridge discuss equality, diversity, and inclusion during initial conversations with employers to ensure that the employer is applying the EDI principles to apprenticeship recruitment.

7. Staff responsibilities

It is the responsibility of all staff to ensure:

- That they treat everyone with the utmost respect and that they are challenging discrimination when it occurs
- If they witness discrimination, they report it
- If a student or apprentice informs them of discrimination, staff should inform their Line Manager who will then ensure that the appropriate person investigates
- They understand, uphold, and engage with modelling the behaviour expected as outlined within this policy.

8. Student and apprentice responsibilities

It is the responsibility of all students and apprentices to ensure:

- They actively assist in creating a learning environment which allows their peers and staff to feel free safe from harassment, micro-aggressions, bullying, discrimination and victimisation
- They contribute to a learning environment that celebrates diversity
- They adhere to this policy.

For more information, please see the **Anti-Bullying and Harassment Policy**.

9. Monitoring and review

This policy is reviewed annually and discussed with the Senior Leadership Team to ensure that it continues to meet all the necessary requirements of the organisation.

Review History

Date	Notes
February 2022	General updates and change of organisational terminology
March 2022	Review and approval by SLT