

Equality, Diversity and Inclusion Policy

Introduction

IBSL is committed to eliminating discrimination and encouraging diversity and fully supports the requirements of the Equality Act 2010.

IBSL is committed to giving everyone who wants to gain one of our awards an equal opportunity of achieving it in line with current UK legislation or EU directives by abiding the Equalities Act 2010.

In our commitment to equal opportunities, we:

- Promote practice and procedures that give equal opportunities to everybody regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, ethnic background, culture, ability, nationality, and employment status or social class;
- Work towards the removal of processes that discriminate unfairly and widen access to our awards to include people who are under-represented.

IBSL will not knowingly discriminate on the grounds of age, disability, gender or gender reassignment, marital status including civil partnerships, race, religion or belief, or sexual orientation.

Aims

To meet our commitment, we will deliver:

- Advice that is sensitive to the widest possible range of our learners' needs;
- Assessments that are based on awards requirements only and do not discriminate against anyone;
- Documents that are easily understood by using Plain English and which do not reflect a stereotyped or biased attitude;
- Promotional material and material used in assessments that reflect diversity;
- Quality assurance processes that are fair and do not discriminate;
- To staff, Board members and committee members reviews of our commitments and if they are being carried through.

How we will meet our commitments

IBSL is an organisation of Deaf people, managed by Deaf people, and therefore by the nature of its organisational make-up, it is a *Disability* organisation. It welcomes and positively encourages participation in its objectives people of all ethnicities, genders, status, beliefs and those who may have other disabilities apart from deafness.

“Participation” not only includes membership of the Board of Directors or its sub-committees, but also of staff, and those who become learners, teachers and assessors for IBSL qualifications.

Require our Centres to also support equality, diversity and inclusion.

IBSL will also:

- review its policies, procedures and practices to ensure fairness;
- make sure documentation, qualifications and assessments are free of discrimination;
- operate reasonable adjustments and special considerations;
- make sure appropriate induction and training is provided on equalities where appropriate;
- take seriously any breaches of our equality and diversity policy and regard them as misconduct that could lead to disciplinary proceedings;
- monitor its policies, practices and procedures to make sure there is no bias and that diversity is promoted
- review and monitor its performance against this policy.

Centres must adopt this equality, diversity and inclusion policy, or have in place their own policy.

For Centre staff and Learners, they should be made aware of this policy. Where centre employees, learners or others believe that they are being treated unfairly they should raise this with a senior member of centre staff and follow the centre procedures to raise a concern or complaint.

IBSL employees and contractors are provided with a copy of this policy. If employees or others believe that they are being treated unfairly they should raise this with the Executive Director, or Chairman of the Governing Body for senior IBSL employees and governors, to raise a concern or complaint; or raise a grievance.

Individuals may also use IBSL's Whistleblowing policy if they find raising a concern is not being addressed.

IBSL welcomes any feedback or ideas on how to further improve its approach to equalities and diversity.