

NILE Equality and Diversity Policy

At NILE we are lucky enough to work in a truly international environment and we value the diversity and inclusiveness that this involves. We are committed to encouraging a supportive and inclusive culture amongst our whole community, including staff, students, partners and contractors and we will not tolerate discrimination. Our aim is to ensure that staff and students are given equal opportunity and that everyone will be respected and valued.

In line with the 2010 Equality Act, this policy reinforces our commitment to providing equality and fairness throughout NILE and not provide less favourable facilities or treatment on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, colour, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effects of the menopause or trade union activity.

When NILE selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. This also applies to everyone who comes to NILE to learn, however long or short their time with us and whether face to face or online. Everyone will be given help and encouragement to develop their potential and utilise their talents. NILE aims to:

- create an environment in which individual differences and the contributions of all are recognised and valued
- create a working and studying environment that promotes dignity and respect for everyone
- identify and make provision for any learning support required by course participants
- make effective and reasonable adjustments where appropriate to meet the individual needs of staff and students
- actively seek to make reasonable adjustments to ensure that a disabled person has equal access to NILE's buildings and resources
- not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
- encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures. It will be made clear who to go to if help is needed
- make training, development, and progression opportunities available to all staff
- promote equity in the workplace
- regularly review all our employment and registration practices and procedures so that fairness is maintained at all times
- proactively seek feedback on our equality, diversity and inclusion approach from learners on our programmes, and from our staff in annual surveys and reviews, and in exit interviews.

Staff and students will be made aware that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness throughout the organisation. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, students, and job applicants, and should be read along with other relevant policies such as those on safeguarding and bullying and harassment. It is fully supported by senior management and will be reviewed on an annual basis by NILE's Director.