

Equality & Diversity

CECOS College London
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N9 0TS



Policy Name	Equality & Diversity	Policy Number	1:7
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Effective Date	01/03/2026	Date of Last Revision	01/03/2026	Version Number	7
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Responsible Officer	Richard Corley	Contact Email	richard@cecos.ac.uk
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Scope

This policy applies to all stakeholders of CECOS College, including students, staff, senior leaders, partner institutions, and external organisations.

It covers all areas of College activity, including:

- Admissions, recruitment, and widening access
- Learning and teaching
- Student engagement and achievement
- Complaints, concerns, and appeals
- Employment practices and working environment

The policy applies across all College environments (physical and virtual) and is embedded within all operations, decision-making processes, and interactions.

Policy Statement

CECOS College is committed to promoting equality of opportunity, valuing diversity, and eliminating discrimination in all aspects of its activities.

The College will create and maintain an inclusive environment in which all individuals:

- Are treated with dignity, fairness, and respect
- Feel welcomed, safe, and supported
- Are encouraged to express their views
- Have equal access to opportunities and resources
- Can achieve their full potential

The College does not tolerate discrimination, harassment, or victimisation on any grounds, including:

- Sexual orientation
- Disability or learning difficulty
- Religion or belief
- Race, ethnicity, nationality, or origin
- Gender or gender reassignment
- Age
- Marital or parental status

CECOS will:

- Actively promote inclusivity and challenge inequality
- Embed equality and diversity within all policies, procedures, and practices

- Provide appropriate training and guidance to staff and students
- Monitor participation, performance, and outcomes to identify and address inequalities
- Take appropriate disciplinary action in response to breaches of this policy

The College is committed to:

- Eliminating discrimination in education, training, and employment
- Promoting representation and participation from all groups
- Making reasonable adjustments to support individuals with disabilities
- Supporting freedom of religion and belief without discrimination
- Actively challenging sexism, racism, ageism, and all forms of bias
- Ensuring fair recruitment and progression based on merit, skills, and experience

Relevant Legislation

Title	Date
Equality Act	2010
Health & Safety at Work Act	1974
Employment Rights Act	1996
Employment Act	2008
Disability Discrimination Act	1995
Employment Equality Regulations	2003

Related Policies

Title	Effective Date
Safeguarding Policy	01/03/2026
Complaints Policy	01/03/2026
Widening Participation Policy	01/03/2026
Student Code of Conduct	01/03/2026

Version History

Version	Approved By	Revision Date	Details of change
1:7	Marlon Mason	01/03/2026	Updated organisational chart and revised summary

Exceptions

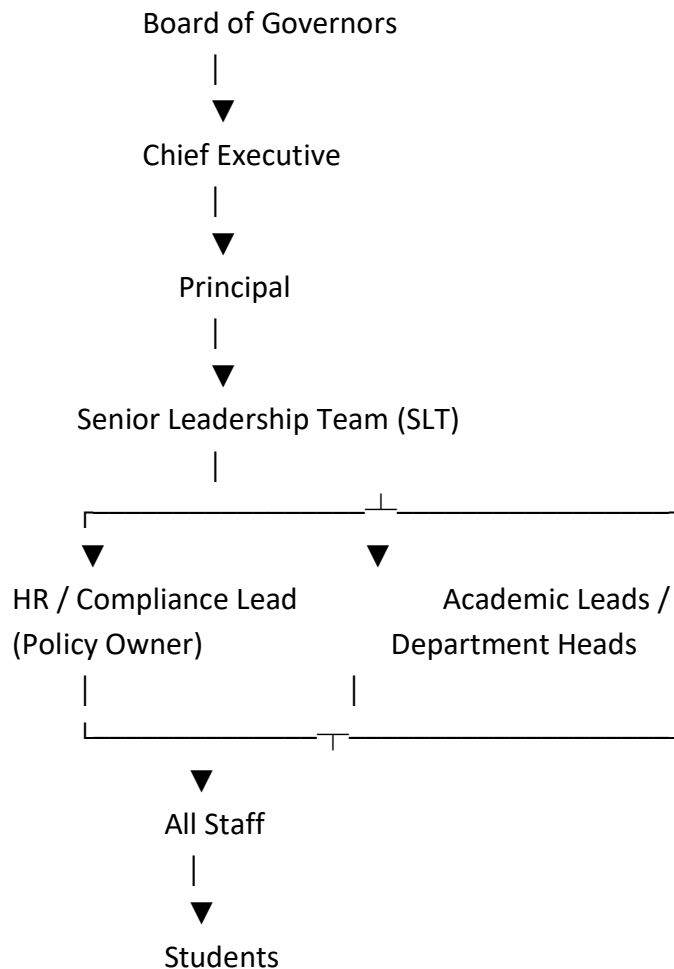
- Exceptions to equality of opportunity principles are only permitted where there is a **genuine occupational requirement**, in accordance with legislation.
- Age restrictions may apply where they are a **mandatory requirement for course entry**.
- Certain administrative requirements (e.g., official records) must comply with legal or regulatory obligations but must not result in discriminatory treatment in practice.

All exceptions must be lawful, proportionate, and clearly justified.

Additional Comments

1. Governance and Accountability

CECOS College maintains a clear governance structure to ensure effective implementation, monitoring, and review of this policy.



Roles and Responsibilities:

- **Board of Governors:** Strategic oversight and final approval
- **Chief Executive:** Overall accountability for implementation
- **Principal:** Operational leadership and compliance
- **Senior Leadership Team (SLT):** Monitoring, reporting, and enforcement

- **HR / Compliance Lead:** Policy ownership, updates, training, and compliance assurance
 - **Academic Leads / Department Heads:** Local implementation and oversight
 - **All Staff:** Day-to-day adherence and promotion of inclusive practices
 - **Students:** Expected to uphold the principles of equality and respectful behaviour
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2. Monitoring and Review

- The Senior Leadership Team (SLT) will monitor implementation and report to the Board of Directors.
- Equality data and stakeholder feedback will be analysed to identify gaps and inform improvement actions.
- The policy will be reviewed annually or in response to legislative or organisational changes.

Document Control:

- Policy Owner: HR / Compliance Lead
 - Approved by: Board of Directors
 - Version: 1.7
 - Approval Date: March 2026
 - **Next Review Date: March 2027**
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3. Training and Awareness

- Equality and diversity training will be provided to staff on a regular basis.

- Students will be made aware of expected behaviours and standards through induction and ongoing engagement.


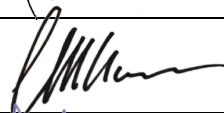

4. Complaints and Whistleblowing

- Concerns regarding discrimination or unfair treatment should be raised through the Complaints Policy.
- Individuals will be supported in making legitimate complaints.
- The Whistleblowing Policy provides a confidential mechanism for raising serious concerns.

5. External Links and Document Accuracy

- All referenced policy links must direct users to the **specific and current version of the document**.
- The previously identified issue with the GLA-related link directing to a general webpage should be corrected to link directly to the **CECOS Sustainability Policy**.
- Regular checks should be undertaken to ensure link accuracy and document control compliance.

6. Approval and Sign-Off

Role	Name	Signature	Date
Chief Executive	Dr Mudassir Tanveer		20/04/2026
Principal	Chris McLean		20/04/2026
Governance Board Representative	Paul Jones		20/04/2026

