



## **Equal Opportunities Policy** (also known as Equality and Diversity Policy)

### **STATEMENT OF POLICY**

The Tim Parry Johnathan Ball Foundation for Peace (the Foundation) is committed to the active pursuit of an equal opportunities policy which addresses the need and right of everyone in the Foundation to be treated with respect and dignity, in an environment in which a diversity of backgrounds and experiences is valued. It aims to ensure that no prospective or existing programme participant should receive less favourable treatment on any grounds which are not relevant to academic ability and attainment.

### **CODE OF PRACTICE**

#### **Our aims: Equal Opportunities and the Foundation**

The encouragement of equal opportunities is consistent with the broader aims of the Foundation, in making a vital contribution to the core activities of teaching, learning and research. The Foundation believes it has a responsibility for the free and tolerant exploration of knowledge and learning. The Foundation through its programmes of learning expects both participants and staff to share that responsibility. An equal opportunities policy should go beyond the avoidance of unfair discrimination, to the encouragement, wherever practicable, of academic activities which reflect a diversity of cultural experience.

The policy is intended to ensure that no prospective or existing programme participant shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, creed, disability, HIV status, sexual orientation, gender, marital or parental status, political belief or social or economic class, or any other criterion.

The Foundation recognises the need to identify specific areas for future action within the field of equal opportunities so that the policy may have practical outcomes. Within the resources available, it is committed to a programme of equal opportunities monitoring, and the provision of advice and training to ensure the implementation of equal opportunities policies within the charity.

#### **Programme Participants**

The Foundation welcomes applications from potential participants of all social and ethnic backgrounds. Its participation policy aims to promote equal opportunities, while at the same time selecting participants who have the ability and motivation to benefit from the courses which they intend to follow and who will make a general contribution. To this end, in the spirit of the Disability Discrimination Act 1995, the Foundation will undertake reasonable adjustments for participants with disabilities to enter the programmes, in accordance with the provisions of the Act.

#### **Monitoring**

The Foundation is committed to a programme of monitoring in its programmes and activities. The results of such monitoring will be reviewed by the Foundation Team to consider the implications for equal opportunities and to take action where appropriate.

#### **Teaching, learning and assessment**

Teaching, learning and assessment strategies should be equitable, undertaken with awareness of the different needs of students and groups. The Foundation recognises the contribution of diversity in terms of participants to the learning environment, and further recognises the



importance of encouraging such diversity to be reflected in the content of courses, teaching methods and forms of assessment, where appropriate

### **Widening participation**

The Foundation will continue to make provision for, to monitor and to review, the needs of particular groups of participants. It will ensure that such individuals are adequately and appropriately consulted about their needs and their views taken into account.

The Foundation recognises the domestic and caring responsibilities of some participants, including those with overnight stay requirements at the Centre.

### **Facilities and services**

All facilities and services provided by the Foundation, including overnight accommodation, should operate in accordance with the Foundation's equal opportunities policy as well as all Health and Safety requirements. Where special facilities are provided (for instance, overnight accommodation for carers) these will be clearly indicated in Foundation literature, discussions and general communications.

### **Teaching / supervisory system**

The Foundation recognises that arrangements for the teaching and supervision of programme participants should be made in accordance with its equal opportunities policy. Where possible, the allocation of participants to teachers/supervisors should be made with sensitivity towards equal opportunities issues.

### **Special religious or cultural needs**

The Foundation will make reasonable efforts to meet the special needs of any individual arising from religious or cultural obligations.

### **Harassment**

The Foundation aims to create a stimulating and supportive environment for learning. It accepts that such an environment cannot be created or sustained if participants are individually or collectively subject to harassment, intimidation or aggression. Personal harassment will be regarded as a serious matter which could result in disciplinary action being taken against the harasser.

### **Complaints procedure**

The Foundation will give a full hearing to any participant who believes that he or she has been treated in a way which is not consistent with the equal opportunities policy. Participants should write to the Foundation's Chief Executive to initiate a complaint. Participants may approach any appropriate representative of the Foundation, including their tutor/supervisor.

### **Responsibility for equal opportunities**

The Board of the Foundation is responsible for the equal opportunities policy and for monitoring such policies. The Foundation's Chief Executive is responsible for the implementation of such policies and will offer help and support in relation to equal opportunities.

### **Whom to contact**

Any of these issues may be discussed with your tutor/supervisor or the Foundation's Chief Executive