



CASPIAN
SCHOOL OF ACADEMICS

Procedure 1.3

EQUALITY, DIVERSITY AND INCLUSION PROCEDURE

Management and Governance | August 2026



www.caspianschool.ac.uk

Equality, Diversity and Inclusion

Management and Governance

Document Control

Document title	Equality, Diversity and Inclusion
Document reference	Procedure 1.3
Policy category	Management and Governance
Document type	Procedure
Status	Current
Policy owner	Chief Executive Officer
Approved by	Board of Governance
Publication classification	Public
Current controlled version	Caspian Policy Library - caspianschool.ac.uk/policies/

Version History

Version	Approved by	Approval date	Effective date	Next review date
1.7	Board of Governance	19 August 2026	19 August 2026	19 August 2027

Table of Contents

1. Introduction	4
2. Commitment to equality and diversity	4
3. Responsibility	4
4. Dealing with discrimination	4

1. Introduction

Caspian School of Academics is committed to creating and sustaining a positive and supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. As a provider of employment and education, we value the diversity of our staff and students. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff, and this is reflected in the core values of the School as set out in our Vision and Strategy:

Diversity - We view the diversity of our staff, students and alumni as a great asset.

Equity - We believe in the equitable treatment of all.

The School Equality and Diversity Protocols provides for coordination and implementation at a strategic level and is supported by additional policies that provide for a School-wide integrated approach to equality and diversity.

2. Commitment to equality and diversity

The School believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the life of the School.

To this end, the School acknowledges the following basic rights for all members and prospective members of its community:

- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities and the School requires all members of the community to recognise these rights and to act in accordance with them in all dealings with fellow members of the School. In addition, the School will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

3. Responsibility

Academic Board has overall responsibility for ensuring that the School complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The School's Centre Manager, in consultation with relevant School's committees, is responsible for developing policy and practice on behalf of the School and for advising staff in order to support compliance with equality legislation.

The School recognises that all of its staff and students have a duty to support and uphold the principles contained in its Equality and Diversity Protocols and supporting policies.

4. Dealing with discrimination

The School is committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where

individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.