



**Cosmoarabism College - UK**  
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Date: 14 Nov. 2025

## **EQUALITY AND DIVERSITY POLICY**

### **1. INTRODUCTION**

Cosmoarabism College - UK is committed to fostering an inclusive, respectful, and equitable learning and working environment. We value the diverse backgrounds, experiences, and perspectives of all staff, students, and stakeholders. The College actively works to eliminate discrimination and promote equality of opportunity across all areas of academic, administrative, and extracurricular life.

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### **2. PURPOSE**

This policy aims to:

- Promote inclusivity and diversity across all College activities and services.
- Ensure compliance with UK Equality Act 2010 and other relevant legislation.
- Integrate equality and diversity considerations into decision-making, service delivery, and academic practices.
- Support a safe, respectful, and inclusive environment for all individuals.

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### **3. SCOPE**

This policy applies to:

- All staff, students, contractors, and visitors.
- All academic, administrative, extracurricular, and support services.
- All locations, including physical campuses and digital platforms.

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### **4. STATEMENT OF COMMITMENT**

Cosmoarabism College - UK will:

- Provide equal access to education, training, and employment opportunities.
- Foster an environment where differences are respected, valued, and celebrated.
- Take active measures to prevent and address discrimination, harassment, and victimization.
- Promote positive relationships between people from diverse backgrounds.

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## **5. PROTECTED CHARACTERISTICS**

Individuals are protected from discrimination on the basis of:

- Age
- Disability
- Gender identity
- Marital or civil partnership status
- Pregnancy and maternity
- Race, color, ethnic origin, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background

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## **6. RESPONSIBILITIES**

### **Principal:**

- Provides strategic leadership and ensures College-wide compliance with equality legislation.

### **Equality and Diversity Lead:**

- Coordinates equality-related initiatives and training.
- Monitors policy implementation and reports on performance.

### **Line Managers:**

- Ensuring equality is embedded in departmental processes.

- Address concerns raised by staff or students regarding unfair treatment.

**Staff:**

- Promote inclusivity and treat others with dignity and respect.
- Participate in equality and diversity training.

**Students:**

- Uphold respectful conduct and inclusive values.
- Report incidents of harassment, discrimination, or exclusion.

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**7. IMPLEMENTATION STRATEGIES**

- Use inclusive language and content in teaching and learning materials.
- Ensure recruitment, promotion, and assessment practices are free from bias.
- Provide reasonable adjustments for individuals with disabilities or specific learning needs.
- Offer awareness campaigns, workshops, and training sessions on equality and diversity.

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**8. REPORTING AND COMPLAINTS**

- Concerns about discrimination or harassment should be reported via the College Complaints Procedure.
- All complaints are investigated promptly, fairly, and confidentially.
- Retaliation against individuals who raise concerns is strictly prohibited.

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**9. MONITORING AND EVALUATION**

- Equality data, including student enrolment, attainment, and staff recruitment, is monitored annually.
- Reports are submitted to the Senior Leadership Team to inform policy, planning, and practice.
- The effectiveness of this policy is evaluated through surveys, audits, and stakeholder feedback.

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**10. LEGAL AND POLICY FRAMEWORK**

This policy aligns with:

- **UK Equality Act 2010** and other relevant UK legislation.
- International human rights principles.
- Cosmoarabism College - UK internal policies (e.g., Safeguarding Policy, Code of Conduct).

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## **11. REVIEW**

This policy is reviewed annually or in response to significant legislative or institutional changes.

### **Approved by:**

Director General, **Cosmoarabism College - UK**

Date: 14 November 2025