



Cosmoarabism College - UK
Email: info@cosmoarabism.uk
Date: 14 Nov. 2025

NON-DISCRIMINATION POLICY

1. Introduction

Cosmoarabism College - UK is committed to creating an inclusive and respectful environment for all staff, students, and stakeholders. This policy sets out the College's approach to preventing discrimination, promoting equality, and ensuring that every individual is treated regardless of personal characteristics or background.

2. Purpose

The objectives of this policy are to:

- Promote a culture of equality, diversity, and inclusion across all areas of the College.
- Ensure compliance with UK equality legislation and international best practices.
- Embed non-discrimination principles in teaching, learning, assessment, and employment practices.
- Support a safe, welcoming, and respectful environment for all learners and staff.

3. Scope

This policy applies to:

- All staff, students, contractors, and visitors.
- All academic, administrative, extracurricular, and support services.
- All activities, whether conducted on campus, online, or at external locations.

4. Principles

Cosmoarabism College - UK promotes non-discrimination through:

- Equal access to educational opportunities and employment.

- Recognition and respect for individual differences and diverse perspectives.
- Elimination of discrimination, harassment, and victimisation in any form.
- Embedding equality and inclusion in policies, procedures, and decision-making.

5. Protected Characteristics

Individuals are protected from discrimination based on:

- Age
- Disability
- Gender reassignment or identity
- Marriage or civil partnership
- Pregnancy and maternity
- Race, colour, ethnic origin, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background

6. Responsibilities

Principal:

- Provides strategic leadership and ensures College-wide compliance with non-discrimination standards.

Equality and Diversity Lead:

- Oversees equality initiatives, staff training, and policy implementation.
- Monitors effectiveness and reports on performance metrics.

Line Managers:

- Ensuring equality is embedded in departmental processes and practices.
- Address any 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.

7. Implementation Strategies

- Use inclusive language and materials in teaching and communications.
- Ensure recruitment, promotion, and assessment processes are free from bias.
- Provide reasonable adjustments for individuals with disabilities or special needs.
- Deliver awareness campaigns, workshops, and training on equality and inclusion.

8. Reporting and Complaints

- Concerns about discrimination, harassment, or unfair treatment should be reported through the College's **Complaints and Appeals Procedure**.
- All complaints are investigated promptly, fairly, and confidentially.
- Victimisation of individuals raising concerns is strictly prohibited.

9. Monitoring and Evaluation

- Equality data (e.g., staff recruitment, student enrolment, attainment) is monitored annually.
- Reports are submitted to the Senior Leadership Team to inform planning and improvement.
- Policy effectiveness is assessed through surveys, audits, and stakeholder feedback.

10. Legal and Policy Framework

- This policy aligns with:
 - UK Equality Act 2010
 - International human rights principles

- Cosmoarabism College - UK internal policies, including Safeguarding and Code of Conduct

11. Review

- This policy is reviewed annually or following changes in legislation, College priorities, or significant incidents.

Approved by:

Director General, **Cosmoarabism College - UK**

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