

Document Version Number	Version 1
Last Reviewed Date	December 2025
Next Review Date	December 2026

Equality, Diversity and Inclusion Policy

1. Introduction

1.1 The Language Gallery (TLG) is committed to developing an environment that is inclusive, fair, open and welcoming to individuals from all diverse backgrounds. TLG aims to ensure that diversity, equality and inclusion is recognised, encouraged, promoted and valued at all levels of the college and all its functions.

1.2 TLG is committed to ensuring that principles of Equality, Diversity and Inclusion are embedded across all aspects of learning and teaching, assessment, and content creation. All academic and professional staff are expected to design, deliver and review teaching materials, assessment practices, and learning activities in ways that are inclusive, accessible, and reflective of the diverse backgrounds, needs and perspectives of our student community.

2. Purpose of Policy

The purpose of the Equality, Diversity and Inclusion Policy is to:

2.1 Set out TLG's legal obligations, ethical and moral responsibilities, and its commitment to an inclusive, fair and equitable teaching and learning environment.

2.2 Seek to ensure that all members of TLG's community are treated equally and are not treated less favourably on the grounds of any of the nine characteristics protected under the Equality Act 2010:

- a. age;
- b. disability;
- c. gender reassignment;
- d. marriage and civil partnership;
- e. pregnancy and maternity;
- f. race;
- g. religion or belief;
- h. sex;
- i. sexual orientation.

2.3 Promote inclusive practice and positive attitudes towards inclusivity and valuing diversity.



The Language
Gallery

2.4 Requiring that learning and teaching material, are inclusive and respectful

2.5 Articulate TLG's expectations regarding our responsibilities to adhere to and uphold the Policy.

3. Equality, Diversity and Inclusion Policy Statement

3.1 TLG is to an inclusive institution where all members of our community are valued, feel a strong sense of belonging and can thrive to reach their full potential.

3.2 TLG is committed to maintaining a learning and teaching environment that is based fundamentally on the principles of dignity and respect, where everyone is treated in a fair and equitable manner.

3.3 TLG strives to ensure that our community is free from discrimination and harassment; an environment where we actively recognise and challenge structural inequalities and exclusion, and where we value, celebrate and encourage the diversity of our college community.

3.4 Staff and students particularly those in positions of authority, have a responsibility for leading by example, challenging unacceptable behaviours, and providing appropriate guidance for others to do the same.

4. Discrimination

4.1 Staff, students and all member of the TLG community must not discriminate against or harass other people including applicants, students, current and former employees, suppliers and visitors. This applies both on campus and outside of it; including when interacting with other students, staff, visitors, or partners, as well as during study-related trips, or social events connected to your course.

4.2 The following forms of discrimination are prohibited under this policy and are unlawful:

(a) Direct discrimination: treating someone less favourably because of a Protected Characteristic. For example, rejecting a student applicant because of their religious views or because they might be gay.

(b) Indirect discrimination: this happens when a provision, criterion or practice that applies to everyone, but it disadvantages people within a particular Protected Characteristic more than others, and there isn't a good reason for it.

(c) Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Sexual Misconduct Policy and student code of conduct.



- (d) Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- (e) Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

5. Responsibilities

5.1 All students and employees have a duty to co-operate with the college to ensure this policy is effective in ensuring equal opportunities for all and to prevent all forms of direct and indirect discrimination and/or harassment.

- 5.1.1. Failure of individuals to comply with TLG's Equality, Diversity and Inclusion Policies will be treated as a disciplinary offence.
- 5.1.2 Individuals who commit acts of harassment may be guilty of a criminal offence.

6. Employee Awareness

6.1 TLG employees will be made aware of this policy at the time of their induction. All permanent or fixed term employees will be expected to complete a Diversity and Equality e- Learning module as part of their induction. Staff members will be expected to retake the training when significant legislative changes are made.

7. Student Awareness

7.1 Students will be made aware of this policy during the registration process. The full policy, along with guidance on recognising and reporting bullying, will be available on the college website and the Canvas learning platform.

8. Policy Review

8.1 This policy is reviewed annually or as required to maintain alignment with academic regulations and institutional requirements.