



LAWGRACIA GLOBAL COLLEGE

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EQUALITY, DIVERSITY AND INCLUSION POLICY

Purpose

LawGracia Global College is committed to promoting equality, diversity, and inclusion in all aspects of its work. This policy outlines the procedures for promoting equality, diversity, and inclusion and preventing discrimination.

Scope

This policy applies to all students, staff, and stakeholders of LawGracia Global College.

Principles

1. Respect: All individuals will be treated with respect and dignity.
2. Inclusion: All individuals will be included and valued, regardless of their background or characteristics.
3. Equality: All individuals will have equal access to opportunities and resources.
4. Diversity: Diversity will be celebrated and promoted in all aspects of the College's work.

Equality, Diversity, and Inclusion Objectives

1. Promote Equality: Promote equality of opportunity for all students and staff.
2. Celebrate Diversity: Celebrate diversity and promote inclusion in all aspects of the College's work.
3. Prevent Discrimination: Prevent discrimination and harassment in all forms.

Prohibited Discrimination

1. Direct Discrimination: Direct discrimination against any individual or group on the grounds of their protected characteristics.
2. Indirect Discrimination: Indirect discrimination against any individual or group on the grounds of their protected characteristics.
3. Harassment: Harassment of any individual or group on the grounds of their protected characteristics.

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Responsibilities

1. Centre Manager: The Centre Manager is responsible for overseeing the implementation of this policy.
2. Staff: Staff are responsible for promoting equality, diversity, and inclusion in their work.
3. Students: Students are responsible for respecting the diversity of their peers and staff.

Raising Concerns and Complaints

If you have concerns or complaints related to diversity and equality, please follow these steps:

1. Informal Resolution: Talk to your line manager, tutor, or a member of the senior leadership team. They will listen to your concerns and try to resolve the issue informally.

2. **Formal Complaint:** If you're not satisfied with the informal resolution, or if you prefer to make a formal complaint, please submit a written complaint to the Centre Manager. The complaint should include:
 - A clear description of the issue
 - Any relevant dates, times, and locations
 - The names of any witnesses
 - Any supporting evidence
3. **Investigation and Resolution:** The Centre Manager will investigate your complaint and respond in writing within 10 working days. If necessary, the complaint will be escalated to the senior leadership team or external authorities.

Confidentiality and Support

LawGracia Global College is committed to maintaining confidentiality and providing support throughout the complaint process. If you need support or guidance, please don't hesitate to reach out to:

Okumah Chika Lawrence (Center Manager/CEO/CMD LawGracia Global College)

Monitoring and Review

1. **Monitoring:** This policy will be monitored to ensure its effectiveness.
2. **Review:** This policy will be reviewed and revised as necessary.

Consequences of Non-Compliance

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or expulsion from the College.