



Equality and Diversity Policy

At ANNE'S Language House, we believe that the diversity of our staff and students is a mark of quality and a source of strength. We strive to cultivate a teaching, learning and working environment that is equitable, accepting, inclusive and free from discrimination and harassment.

Our Equality and Diversity policy is about promoting positive attitudes toward equality and diversity and to ensure that everyone working and studying at ANNE'S Language House is treated fairly with dignity and respect. This policy aims to ensure that no prospective or existing student shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, disability, gender, marital or parental status, religious belief or non-belief, political belief or social or economic class, or any other basis that cannot be shown to be properly justifiable.

Aim

ANNE'S Language House aims to demonstrate its commitment to equality and diversity and promote equality of opportunity for all by:

- Complying with legal obligations;
- Promoting awareness and understanding of equality and diversity matters among staff and students;
- Involving staff and students in respect of changes which may affect their employment or study;
- Promotion of equality and diversity through internal and external communications
- Ensuring that existing staff and students as well as applicants to work or study are treated fairly and judged solely on merit and by reference to their skills and abilities
- Providing training and briefings for staff at all levels
- Taking positive action to redress any gender, racial or other imbalance

Complaints Procedures related to Equality and Diversity

All staff and students of ANNE'S Language House who believe they have been discriminated against have the right to make a complaint to the Directors. The Directors aim to protect anyone who makes a complaint, or who acts as a witness when they conduct the investigation and take a necessary action.