

Equality and Diversity Policy

Policy Review Date: 21/03/2025

Next Review Date: 21/03/2026

1. Policy Overview

Footprint School of Business (FSOB) upholds a **strict Equality and Diversity Policy**, ensuring that its operations, recruitment, and learning environment remain **inclusive, fair, and free from discrimination**. This document sets out the organisation's commitment to equality, its obligations under legislation, and the responsibilities of all stakeholders in maintaining a **respectful and diverse** workplace and educational setting.

2. Statement of Equal Opportunity

FSOB is **fully committed** to the principle of **equal opportunities** in recruitment, employment, and education. The institution actively opposes **all forms of unlawful or unfair discrimination**, including discrimination based on:

- **Age**
- **Disability**
- **Ethnic or national origin**
- **HIV status**
- **Marital or civil partnership status**
- **Nationality (including citizenship)**
- **Race**
- **Religion or belief**
- **Sex (gender)**
- **Sexual orientation**

3. Aims

FSOB seeks to foster an **inclusive and respectful** environment where **all employees, students, and stakeholders** are treated with **dignity and fairness**. It is committed to ensuring that all activities, policies, and decisions reflect this ethos.

The institution recognises that drawing upon the **widest pool of talent** contributes to its success. As such, FSOB is dedicated to **removing barriers to employment and education** and ensuring that opportunities are accessible to all.

4. Commitment to Equality and Diversity

FSOB is committed to achieving and maintaining, **wherever practicable**, a workforce and student body that **reflect the diversity of society**. Within the framework of applicable laws, FSOB ensures that:

- **Recruitment, selection, training, promotion, remuneration, and career development** are based strictly on **merit, skills, and objective criteria**.
- Every reasonable effort is made to **eliminate bias and discriminatory practices**.
- A **culture of inclusivity** is embedded across all levels of the organisation.

5. Compliance with Legislation

FSOB is committed to **adhering not only to the letter but also to the spirit** of equality legislation. However, compliance with the law alone is not sufficient; the responsibility to **promote and uphold equality** rests with **management, staff, and students alike**.

6. Criteria for Dismissal

Decisions regarding **dismissal, redundancy, or expulsion** will be determined strictly in accordance with **FSOB's Disciplinary (Misconduct) Policy** and will not be influenced by **any form of bias or discrimination**.

7. Responsibilities

7.1 Individual Responsibilities

All employees, students, and stakeholders must ensure that their actions and conduct **align with FSOB's Equality and Diversity Policy**. Individuals must not:

- **Discriminate against colleagues, students, job applicants, or stakeholders.**
- **Engage in or encourage harassment, victimisation, or discriminatory behaviour.**