



NABA LONDON EQUALITY, DIVERSITY AND INCLUSION POLICY

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1. Introduction

1.1. This policy outlines our commitment across the whole of NABA London, with an internal and external focus. Internally, we are creating an inclusive working and studying environment where differences are valued, and equality of opportunity is advanced. Externally, our focus is on continuing to deliver a fair service to our students and visitors by meeting the changing needs of global diverse communities.

1.2. The policy mirrors the approach to equality by the UK Government and aims to:

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Foster good relations between people who share a protected characteristic and those who do not.

2. Equality Statement

2.1. NABA London is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.

2.2. In addition to being compliant with the equality laws, public duties, and Human Rights Acts (Universal and European), we also support diversity and promote equality of opportunity for all colleagues, students and visitors regardless of their:

- Protected Characteristic (Equality Act):
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity (including Paternity)
 - Race (colour, ethnic or national background)



- Religion or Belief (including non-belief)
- Sex
- Sexual Orientation
- Caring responsibilities for a 'Protected Characteristic' including dependants
- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions.

2.3. The Equality, Diversity & Inclusion Policy outlines the responsibility for promoting inclusive environments, which are free from discrimination for our colleagues, students and anyone associated with the NABA London (e.g. visitors, contractors and service providers).

3. Commitment to Equality

3.1. We aim to ensure that equality is embedded into all our functions, operations and activities. Initiatives to support the embedding process are facilitated by all, but particularly the Registration & Student Services Office.

4. Assessing the Equality of Opportunity and Fairness

4.1. We are committed to promoting and monitoring fairness and equality of opportunity. Change, initiatives and new policies will consider the impact on equality before being approved and implemented.

5. Responsibilities and Commitment

5.1. We are all responsible for our own behaviour and must accept the principle that there is equality of opportunity and fairness for all colleagues and students and anyone associated with NABA London (e.g. visitors, contractors and service providers), in all aspects of the Academy life.

5.2. Everyone in the NABA London community is part of creating a fair and supportive culture. NABA aligns itself with the values promoted by Regent's University London, as set out in The Regent's Way, which defines the behaviours expected and encouraged across our shared academic community. This includes:



- We are inclusive and welcome different perspectives, even when these are different from our own and can seem challenging.
- We encourage curiosity about other people, cultures and ideas through respectful and open dialogue.
- We believe we are better together and that different perspectives enrich our community and our learning experience.
- We encourage continuous growth and learning, including equality, diversity and inclusivity.
- We learn from our mistakes and always strive to improve.

5.3. We must also ensure our actions do not support unfair behaviour by ignoring what is happening around us and we must not incite or collude with unfair or unlawful discrimination. Any member of the Academy found to be responsible for inciting, perpetrating or colluding with discrimination or harassment will be investigated and may face disciplinary action.

5.4. All colleagues, students and anyone associated with the Academy have a responsibility to adhere to this statement and apply it in their day to day. The specific responsibilities in relation to this statement are as follows:

1. NABA Managing Director is ultimately responsible for ensuring that the Academy fulfils its legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled.
2. School Director & Head of Education, having the overall leadership for running the Academy, is responsible for ensuring that equality and eliminating discrimination is promoted across the Academy and for making sure that the commitments within this statement are fulfilled.
3. Registration & Student Services Office is responsible for implementation of this policy with respect to staff and for implementing related policies and procedures, and ensuring that all staff receive appropriate equality, diversity and inclusion training.
4. Registration & Student Services Office is responsible for implementing this policy with respect to students, as well as related policies and procedures.



5. School Director & Head of Education have a responsibility to raise the profile of the policy with their Course Leader and ensure that colleagues and students are aware of the commitments within the policy. They also have a responsibility to promote equality of opportunity and to eliminate discrimination with their Course Leader.
6. All colleagues and students have a responsibility to promote equality and to eliminate discrimination on the grounds listed in section 2 and to adhere to the *Equality Statement*. Any act of discrimination or harassment by a member of staff or a student will be taken very seriously and may result in disciplinary action being taken.

6. Monitoring

6.1. Monitoring the policy and data will be essential to ensure that our Equality Statement is working effectively.

6.2. The data will be analysed during Academic Board meetings and will specifically concern:

- The profile of the colleagues and student population across the 'protected characteristics'.
- Student applications, offers made, acceptances, assessment results, drop-out rates and awards of degrees.
- Recruitment and selection, leavers, promotion, re-grading and participation in training and development activities.
- Complaints, including harassment and bullying complaints, grievances and disciplinary proceedings for colleagues and students.

6.3. We guarantee that information gathered for the purposes of monitoring will be used only for monitoring and to improve the Academy's equality performance and will be held and processed in accordance with the Data Protection Act (2018).

7. Complaints of Discrimination, Harassment and Victimisation

7.1. It is important to remember that discrimination can take in many forms; it could be an online comment, a face-to-face discussion, a comment on social media, in a classroom or during a webinar.



1. If a colleague feels that they have been discriminated against, or that they are being bullied or harassed, the complaint should be raised in accordance with the NABA London Grievance Procedure.
2. If a student feels that they have been discriminated against, or that they are being bullied or harassed, the complaint should be raised in accordance with the Academic Regulations: Student Disciplinary Policy and the Student Code of Conduct.

7.2. If you witness any type of discrimination, you have a responsibility to report it. Advice on the use of these procedures can be obtained from Registration & Student Services Office.

8. Policy Monitoring and Review

8.1 This policy is monitored on an ongoing basis as part of the NABA London routine governance and quality assurance processes.

8.2. The policy will be reviewed at a minimum once every two years and the outcomes of such review will be reported to the Academic Board for the formal sign off.