



Version Control Statement

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	Changed references to 'he or she' to 'their'		25/11/21	
	Update to the current legislation list on page 2 Approving committee changed to align with changes in academic governance membership Review Lead amended		4/8/25	BoD

Equality & Diversity Policy

Futureworks is committed, in its pursuit of academic excellence, to equality of opportunity and to a proactive and inclusive approach to equality. We aim to foster a culture which supports and encourages all under-represented groups, promotes inclusion, and values diversity.

Futureworks is therefore committed to a policy and practice which covers both staff and students. For students, admission to, and progression through, a programme at Futureworks will be determined only by personal merit and by performance. For staff, entry in to, and progression within, employment will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the company.

Subject to statutory provisions, no student, member of staff, applicant for admission as a student, or applicant for appointment as a member of staff will be treated less favourably than another because of their belonging to a protected group. This commitment applies to former students or former employees where the alleged unlawful conduct arises out of, and is closely connected to, the former student's or former staff member's previous relationship with Futureworks.

Protected groups are defined in the Equality Act 2010 as Sex, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race (including Ethnic or National Origin, Nationality or Colour), Disability, Sexual Orientation, Age, or Religion or Belief. Futureworks respects all religious and philosophical beliefs, as well as the lack of religion or belief, and the right of all students and staff to discuss and debate these issues freely.

In addition to the protected groups as defined by the Equality Act 2010, Futureworks follows the practice of Greater Manchester Police and includes alternative sub-cultures as a category to be recognised alongside those protected by the Equality Act 2010. Futureworks recognises alternative sub-cultures as a broad term to define a strong sense of collective identity and a set of group-specific values and tastes. This typically centres on distinctive style, clothing, make up, body art and music preference. Any discrimination based on these factors will be treated in the same manner as those defined as protected groups.

In an attempt to support all groups and foster a supportive and inclusive culture, we actively discourage the use of language used for negative connotations. This includes language used within classrooms, studios and common areas.

If any person admitted as a student or appointed as a member of staff considers that they are suffering from unlawful discrimination, harassment, or victimisation their admission, appointment, or progression



because of belonging to any of the above protected groups, they may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances as outlined in both the student and employee handbook.

Futureworks will take active steps to promote good practice. In particular, it will:

- Work towards the elimination of unlawful discrimination, harassment, and victimisation based on a protected characteristic; whether actual, perceptive, or associative.
- Advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not share it.
- Subject its policies to continuous assessment in order to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact.
- Monitor the recruitment and progress of all students and staff, collecting and collating equalities information and data as required by law or for the furtherance of equalities objectives.
- Promote an inclusive culture, good practice in teaching, learning, and assessment activities, and good management practice, through the development of codes of best practice, policies, and training.
- Take positive action wherever possible to support this policy and its aims.
- Publish this policy widely amongst staff and students, together with policy assessments, equality analysis and results of monitoring.

The Equality & Diversity Policy will be enacted by the Academic Board. This group will consider:

- Policy development and compliance.
- Developing and implementing best practice.
- The promotion of equality and diversity throughout Futureworks.

Futureworks will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements. This will be informed by:

- The Equality Act (2010) and associated secondary legislation
- Criminal Justice and Immigration Act (2008)
- The Racial and Religious Hatred Act (2006)
- The Civil Partnership Act (2004)
- The Gender Recognition Act (2004)
- Criminal Justice Act (2003)
- The Human Rights Act (1998)
- The Protection from Harassment Act (1997)
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- Children and Families Act 2014

In addition, this will be informed by the Codes of Practice or Guidance issued by the Equality and Human Rights Commission and other relevant bodies. These Codes are not legally binding (though they are admissible as evidence in Employment Tribunals) and Futureworks supports them fully.

This Policy will be amended as appropriate to meet the demands of future legislation.