



## Policy and Procedure

### Equality Objectives

#### **How to contact us**

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If you require this information in large print, audio, Braille, alternative format or in a different language, please contact us and we will do our best to help.

## Equality Objectives

At Luton Adult Learning we celebrate the diversity of all our staff, students and any visitors accessing our service. Luton Adult Learning aims to provide a safe and supportive environment in which everyone is able to study and work to the best of their abilities. The service recognises and proactively works towards its responsibilities in respect of Equality Legislation and our duty to:

- ✓ Eliminate discrimination and harassment
- ✓ Advance equality of opportunity
- ✓ Foster good relations between people who share protected characteristics and those who don't

The service's Equality Objectives help to ensure that Equality and Diversity is continuously placed at the heart of Service policies and procedures and is considered as part of the decision-making process. The Equality objectives are not contained within a standalone document but several documents including the Service's Self-Assessment Report and Improvement Plan, the Service's Strategic Goals and Support Area Reviews. These objectives build on the work and consultation undertaken to develop the Single Equality Policy.

The objectives cover all of the protected characteristics and those additional characteristics pertinent to Luton Adult Learning (age, gender, race, sexual orientation, gender reassignment, marriage & civil partnership, religion & belief, disability and social deprivation). By meeting these objectives and the actions associated with each, we aim to ensure that we remove any barrier that staff, students or stake holders may face while being proactive in promoting good practice.