

EQUALITY AND DIVERSITY POLICY

Cameo is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible. Equality and diversity are essential factors that contribute to the academic and economic strengths of Cameo.

Cameo's Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for an integrated approach to equality and diversity.

Commitment to equality and diversity

Cameo believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential: to contribute fully, and to derive maximum benefit and enjoyment from their involvement with Cameo.

To this end, Cameo acknowledges the following basic rights for all members and prospective members of its community:

- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices;
- To receive encouragement to reach their full potential.

These rights carry with them responsibilities and Cameo requires all members of the community to recognise these rights and to act in accordance with them in all dealings with fellow members of Cameo. In addition, Cameo will comply with all relevant legislation and good practice.



No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, spent criminal convictions, age or for any other reason.

Responsibility

Cameo has an Equality and Diversity designated person to co-ordinate related activities, facilitate developments and to communicate responsibilities to appropriate staff with Cameo.

Cameo recognises that all of its staff and students have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies. The commitment of all members of Cameo's community is required to make the policy a success.

Communication

The Equality and Diversity Policy is available to all staff and students of Cameo, both in hard copy and on Cameo's website. If alternative formats of the Policy are required, please contact the Equality and Diversity designated person.

The Equality and Diversity designated person will, from time to time, supplement approved Cameo policy with codes of practice or guidelines on behaviour and these will be disseminated to the relevant members of staff.

Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner, in accordance with the appropriate grievance and disciplinary procedure.