



# Diversity Policy

## DOCUMENT INFORMATION

Status: Approved by AIC Senior Management Committee

Responsible for implementation: AIC Academic Team

Responsible for review: AIC Academic Team

Current version review date: September 2023

## Version Control

History of amendments	Version/ pages/ section affected	Summary of changes
Last amended September 2020	Cover page	Website link included

The individuals or group responsible for this document have the authority to make changes to it whenever necessary. In the event of any amendments, all relevant personnel will be duly notified.

The document can be found on the AIC website at the following link:  
<https://www.aicedu.lk/academic-progression.php>

## Policy Statement

The AIC Campus goal is to create an excellent educational environment and improve the well-being of our communities, leading to a better quality of life for all. AIC believes that equal opportunities are essential to providing high-quality education, and the Campus aims to ensure that everyone has a fair chance to succeed. AIC is committed to eliminating discrimination in all forms and appreciate the benefits that a diverse workforce can bring.

As an educational institution, AIC has a responsibility to educate not only our students, but also our staff and the wider community, and create a culture that values and respects differences.

AIC is committed to pursuing high standards in every aspect with appropriate allocation of resources in order to implement this Policy fully, to the best of our abilities. This Policy Statement is to be reviewed according to necessity, as well as periodically every two years.



Honorary Dean

05/09/2020

## **Culture**

The inclusive culture at AIC allows students and colleagues to reach their full potential, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy, maternity and paternity, race, religion or belief, sex, sexual orientation, ethnic or national origins, family circumstances, nationality, political beliefs and affiliations, socio-economic background, or other quality.

The culture at AIC respects and values diversity within the communities of students, colleagues and stakeholders, to challenge inequities, to strive to eliminate unlawful discrimination, to promote equality of opportunity, and to foster an inclusive institutional culture.

AIC Campus acknowledges the special role of higher education in promoting equality of opportunity and furthering social inclusion and mobility, within and beyond the university, recognizing that ensuring equality of opportunity is essential for the possible best performance and success of all.

## **Roles and Responsibilities**

The institute is responsible for approving this policy and ensuring it is applied fairly and consistently across the Institute. The Board will ensure that the Institute's published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 3 years.

The institute delegates responsibility for monitoring the achievement of the objectives and their impact in our institute to academics. The Institute will ensure they're familiar with all relevant legislation and the contents of this policy, and they will attend appropriate equality and diversity training and report back to the Institute Board regarding any issues or updates.

The CEO and Executive board, are responsible for ensuring that all stakeholders adhere to this policy. They will ensure that suspected breaches are investigated and breaches are managed swiftly, effectively, fairly and consistently.

The HR Department is responsible for ensuring that all employees are aware of this policy and associated procedures. The team will also ensure that this policy is implemented fairly and consistently.

Senior management at AIC must ensure they implement this policy fairly and equitably, seeking guidance, clarification and support as and when required.

All employees must promote equality and diversity, and they must actively respond to any incidents of unfair discrimination related to protected characteristics perpetuated by pupils, staff or visitors. If employees have queries or concerns, they may wish to speak to their line manager or HR for further advice and guidance.

## **Equality, Diversity and Inclusion**

AIC Campus is committed to:

Promoting equality and diversity in its policies, procedures and guidelines

Delivering high quality teaching and services that meet the diverse needs of its pupil population and its workforce, ensuring that no individual or group is disadvantaged

Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.

Encouraging people to bring their whole, authentic self to work and school, with the knowledge that the Institute values difference and diversity.

## Equality Objectives

Equality objectives should align with institute priorities. They should be achievable, considering the size and circumstances of the institute. In developing our objectives, we have considered the following potential aims:

- Increase Participation
- Narrow Gaps in Performance
- Reduce Exclusion Rates
- Increase Understanding Between Religious Groups
- Reduce Number any incidents that are hostile to any specific groups of individuals based on their gender, sexuality, race, nationality or religion.
- Raise Attainment in a Specific Subject
- Encourage Non-Stereotyped Career Option
- Anticipate Needs of Incoming Pupils from a new group

Our objectives for the next upcoming years are to:

1. Reduced all incidents of hostility verbally and physically of or bullying amongst students based on discriminatory and exclusivity practices.
2. Reduce any incidence of discrimination, stereotyping and partiality amongst pupils.
3. Have no room for incidence of gender bias.
4. Reduce the impact of social deprivation, socio-economic status and class and improve the involvement of pupils affected by these issues.
5. Increase support for all pupils and staff regardless of their, ensuring that pupils and staff can bring their whole selves to work and school and feel they are in a safe inclusive environment, as well as providing staff and pupils with someone to speak to, should they need to, increasing engagement and understanding.

6. Increasing opportunities for flexible working, including work from home options and encouraging staff and managers to consider options for flexible working for the diverse range of roles we have across our Institute.

## **Implementation**

All our students, colleagues and stakeholders have rights and responsibilities in relation to this policy. All our students, colleagues and stakeholders are required to become familiar with and observe the spirit and letter of our equality, diversity and inclusion related policies and practices.

## **Breaches**

If an employee feels that any member of the Institute has not treated them in accordance with this policy, they have right of complaint via the Institute's Grievance Procedure to the HR. Where an individual not employed by the Institute feels an employee, manager or officer of the Institute has discriminated against them, they should refer to the Institute's Complaints Procedure.

## **Monitoring Compliance with And Effectiveness of The Policy**

Effectiveness and compliance of this Policy will be monitored on an annual basis. Any changes and improvements will be added and the policy implementation will be monitored by the Directors and senior management team.