

## Policy Statements

### Equal Opportunities and Harassment and Bullying

#### Equal Opportunities

The Community Learning Service is committed to equality of opportunity and opposes all forms of discrimination on the basis of racial or ethnic origin, religious belief, colour, gender, marital status, age, sexual orientation or disability. Through its contracts with providers, the service seeks to secure the delivery of learning opportunities within environments which are free from prejudice, discrimination and stereotyping, which recognise cultural and social diversity and where all learners can flourish. Everyone learning with, working at or visiting the Community Learning Service has the right to feel comfortable, valued and productive in what they are doing.

The Community Learning Service will not tolerate:

- Racist, sexist, homophobic or anti disabled slang, jokes or graffiti
- Offensive remarks about someone's appearance, race, sexuality, gender, age, ability, disability, beliefs or religion
- Unwelcome physical contact
- Offensive posters, literature or internet material including content of a radical/extremist nature
- Bullying, harassment or discrimination of any kind

#### The Community Learning Service:

- accepts its legal responsibilities and recognises the need for a comprehensive equality and diversity policy statement in order to safeguard the rights of individuals and groups to high quality learning opportunities
- recognises and values the importance of each individual learner within the whole community it serves
- seeks to ensure that all learners, tutors, employees, including volunteers, and every member of the learning community feel that they have been fairly treated
- promotes fairness and equality as a priority for all its contract holders, employees, volunteers, partners and where relevant, governing bodies
- endeavours to eliminate barriers to learning
- strives to identify and challenge any institutional discrimination within staff, contractors, partners, and where relevant, governing bodies
- pursues an active and positive strategy for change through widening participation in learning
- works with partners to celebrate the many diverse and different communities within Portsmouth working together to create an inclusive city for everyone
- consults with the community, especially those likely to be disadvantaged in their access to learning, in order to ensure opportunities are relevant and accessible to all
- recognises the relationship between employment practices, the composition of the workforce, including volunteers and the ability to realise goals in equality of access
- implements equality policies in relation to the way the Community Learning Service is managed, its business and employment practices and the delivery of its services.

## Harassment and Bullying Policy Statement

Every individual has the right to work and / or learn in an environment free from harassment or bullying. Harassment and bullying includes:

- Physical assault or abuse
- Verbal threats or abuse
- Unwelcome physical contact
- Name calling
- Insults
- Ridiculing or demeaning someone
- Stalking someone
- Making offensive remarks about personal appearance or dress
- Offensive graffiti about an individual or groups
- Displaying or distributing materials which are offensive

The CLS will not tolerate harassment or bullying of any kind.

Review date: November 2021