



# EQUALITY, DIVERSITY AND INCLUSION

At **First Intuition**, we work with a diverse mix of employers, staff and students and this diversity is important and integral to us. In support of this we are committed to advancing equality, diversity and inclusion in all its forms. We seek to enable all members of our community to achieve their full potential in an environment where equality and respect of opportunity are the norm.

Equality broadly means making sure everyone is treated fairly. This includes:

- \* Removing barriers which people may face due to their differences
- \* Eliminating discrimination
- \* Offering the same access to employment (and education and training) opportunities

Diversity is about recognising and valuing peoples' differences – for example their backgrounds, skills and experiences. Inclusion is about ensuring no-one is excluded from opportunities to fulfil their potential, because of any of nine protected characteristics.

Through the implementation of our policies, practices and procedures we have due regard to our duties under the Equality Act 2010 and the protected characteristics detailed in the act. These are:

- \* Age
- \* Disability
- \* Gender reassignment
- \* Marriage and civil partnership
- \* Pregnancy and maternity
- \* Race
- \* Religion or belief
- \* Sex
- \* Sexual orientation

In support of this, we expect all the communities we work with to respect the rights of each other.

