



Equality and Diversity Statement

Introduction

International House Newcastle (IHN) is committed to providing an environment in which all prospective and existing students and staff are treated fairly, with dignity and respect. We acknowledge the unique contribution that all individuals can make and it is the responsibility of IHN to ensure that no one is treated less favourably in terms of race, gender, age, religion, sexual orientation, disability or any other inappropriate or irrelevant criteria or distinction.

Our Aims

IHN aims to promote:

- opportunities and access for students and staff with a variety of ambitions and from different circumstances;
- the underpinning of its activities by the values of equity, diversity, collegiality and a concern for ethical behaviour and the welfare of the individual and society.

Our Commitment

IHN values diversity. We will not tolerate any form of discrimination, such as that which may be faced on grounds of race, gender, age, religion, sexual orientation, disability or any other inappropriate or irrelevant criteria or distinction. We also recognise that some people belong to more than one of these groups.

In supporting its Mission, IHN has a Corporate Strategy and portfolio of underpinning plans and procedures which aim to:

- ensure equality of access for all potential staff and students, including the employment of staff, consultants and contractors, the admission of students, the provision of educational and training opportunities, and the provision of services to individuals and organisations;
- promote the spirit of equal opportunity and to ensure that members of the IHN community act respectfully towards each individual and group;
- comply with the terms of all equality legislation;
- ensure that effective systems for the monitoring and evaluation of Equal Opportunities and Diversity are in place;
- make changes in any area of IHN practice where there is evidence of failure to provide an appropriate and professional service;
- work proactively towards eliminating discrimination on the grounds of gender, age, religion, sexual orientation, disability or any other inappropriate or irrelevant criteria or distinction; and harassment and bullying;
- promote harmonious and productive relations between different groups and value diversity in our student and staff body, by ensuring that harassment and discrimination are not tolerated under any circumstances.





Admission of Students to IHN Programmes

It is important for external partners to be aware that when admitting students onto any programme of study, our assessment criteria are based on academic attainment or other experiential learning. The criteria for admission do not take account of race, gender, age, disability, religion, sexual orientation or any other criteria or distinction.

With regard to students with a disability, we make relevant reasonable adjustments based on professional assessment to support their study needs.

Criminal Record Bureau Checks

Staff on some of our programmes may require Criminal Records Bureau checks where these are deemed by professional bodies to be an essential test of fitness to deliver the programme. This is particularly true of those delivering programmes to younger learners. These checks are undertaken prior to the start of the programme.

What IHN expects from external partners/providers

IHN expects that all external partners, placement providers, third party suppliers, individuals, groups, organisations and others who interact with IHN are aware of and respect our commitment to equal opportunities and diversity.

Where our students are undertaking placements or other activities or renting accommodation with external partners we expect that they will be working/living in an environment which supports equality and diversity and does not tolerate any form of discrimination. Where such discrimination occurs outside of IHN we will support our students in addressing such forms of inappropriate behaviour.

What external providers/partners can expect from IHN

You can expect that any IHN student or member of staff placed in your organisation will act in accordance with IHN's policies and procedures and any Equality and Diversity Guidelines of your own organisation.

