



EQUALITY AND DIVERSITY POLICY

Policy Owner	Compliance Manager
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1.Introduction

B-TIC is highly responsible to maintain and improve the quality of the Qualifications delivery as per the standard and recommend of the Awarding Bodies.

We are fully committed to every compliance of all the agencies who regulate us thus we are highly dedicated in setting Policies with timely revisions to meet the regulatory requirements, assure the standards, guide and support Awarding Bodies and the Learners to achieve a world class learning experience.

2. Scope

This document is applicable for the following products:

B-TIC Campus



3. Audience

This document is for use by the following:

- a. B-TIC Staff
- b. Learners

Relevant Policies to be used in conjunction with,

- 1. B-TIC Academic Appeal and Complaints Policy
- 2. B-TIC Admissions Policy
- 3. B-TIC Glossary of Terms
- 4. B-TIC Reasonable Adjustment and Special Consideration Policy

4. Definitions

Diversity	Embracing differences of people with due respect, dignity and value that realise their full potential to achieve their objective and goals in inclusive B-TIC culture.
Equality	Ensuring people are treated equally with due respect, dignity and value to meet specific needs in inclusive B-TIC culture.
People	B-TIC Staff, Learners, Consultants, Contractors, Volunteers, Casual Workers, Agency Workers, Visitors, Service Providers, Suppliers, Applicants to work or study at B-TIC Associates and any other persons associated with the functions of B-TIC and other Stakeholders.

5. Policy Statement

5.1 General

B-TIC is committed to fostering an inclusive culture which promotes Equality and Diversity in working, learning and social environment of B-TIC.

B-TIC shall comply with the Equality Act 2010 and any subsequent legislation and requirements from Regulators on diversity and inclusion providing a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society.

B-TIC is committed to providing equality of opportunity and will work to ensure that all people are treated fairly and are not subjected to unlawful discrimination by B-TIC on the basis of age, disability, gender, marital status, civil partnership, pregnancy, maternity, race, colour, nationality, ethnicity, national origins, religion, sexual orientation or any other grounds.

Every Staff shall be given opportunities equally to access to recruitment, work and grow within the campus.

Complaints shall be made to B-TIC via B-TIC Appeal and Complaints Policy.

End of Policy

B-TIC has taken all effort to ensure that the Policy and information contained in this version of publication are true and accurate to the best of knowledge when published.

Disclaimer: However, Policies, Products and Services of B-TIC are subject to continuous learning and improvement frequently. Thus we reserve the right to improve the Policies, Products and Services accordingly. We cannot accept any responsibility for loss or damage of any nature upon the usage of this document.



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