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# Equality and Diversity Policy for Student Service Users

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### 1. Purpose and Scope

This policy is intended to promote equal treatment for all students in line with the executive statement as set out below and ensure that this is managed in such a way that Christie's Education complies with all relevant equal opportunities legislation.

This policy applies to all students enrolled on courses provided by Christie's Education, as well as applicants and, in some limited circumstances, former students.

All Christie's Education staff (which includes any employees of a Group Company who work wholly or mainly in the United Kingdom for or within any Christie's business, including such employees of Christie, Manson & Woods Limited and such employees deployed to work within Christie's Education) must treat Christie's Education students in accordance with this policy.

"Group Company" means Christie's International plc. or any of its subsidiaries (as defined in section 1159 Companies Act 2006 as amended).

This policy also applies to students in their dealings with staff, other students, visitors to Christie's Education and other persons connected with the functions of Christie's Education. It therefore goes beyond strict compliance with legal obligations regarding equality and requires students to treat others connected with Christie's Education with dignity and respect.

## Executive Statement

Christie's Education will seek to advance equality of opportunity for all its students. We are committed to creating an environment free from discrimination, harassment and victimisation where all staff and students are treated with dignity and respect. We will promote equality of opportunity irrespective of age; disability; gender reassignment; marriage and civil partnership; race; religion or belief; sex; pregnancy or maternity; sexual orientation. We value our diverse student and staff community. Our equality and diversity policy is intended to support all students in developing their full potential. Students will therefore be treated fairly and judged on merit and by reference to their skills and abilities. In order to create the desired environment, students of Christie's Education are also expected to treat staff, other students, visitors and others connected with Christie's Education in accordance with the values promoted by this equality and diversity policy.

## 2. The Legislative Framework

The Equality Act 2010 section 29 applies to Christie's Education as a provider of educational services. It is therefore unlawful for it to:

- discriminate against, directly or indirectly, a service user because of a protected characteristic
- harass a service user because of a protected characteristic
- victimise a service user because of a protected characteristic

The "service user" in this context is an applicant for a course at Christie's Education, a current student and a former student (in limited circumstances i.e. where the act of discrimination is closely connected to the former student's relationship with Christie's Education and would have amounted to unlawful discrimination if it had occurred while the person was an enrolled student).

Instead of "service user", the term "student" will be used hereafter in this policy.

The protected characteristics in relation to discrimination and the provision of services are: age (if over 18); disability; gender reassignment; race; religion or belief; sex; pregnancy or maternity; sexual orientation. The Equality Act 2010 also imposes a duty to make reasonable adjustments for students who have a disability. It will amount to discrimination against a disabled person if the duty to make reasonable adjustments is not complied with.

## 3. Definitions

The Equality Act 2010 uses a number of terms, which are defined below:

**Direct discrimination** – means less favourable treatment because of a protected characteristic.

**Discrimination arising from disability** – occurs where Christie's Education treats a disabled student unfairly because of a disability and the treatment cannot be objectively justified.

**Harassment** – means any unwanted conduct related to a protected characteristic which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading humiliating or offensive environment. It includes unwanted conduct of a sexual nature. In assessing whether harassment has taken place, Christie's Education is required to take into account the perception of the victim, the other

circumstances of the case and whether it was reasonable for the conduct to have the effect in question. Bullying may also amount to harassment.

**Indirect discrimination** – occurs when: (i) Christie’s Education applies a provision, criterion or practice (PCP) to all students; (ii) the PCP puts students with a particular protected characteristic at a disadvantage or the PCP puts an individual student with that particular characteristic at a disadvantage; and (iii) Christie’s Education cannot objectively justify the PCP in question.

**Reasonable adjustments** – means a provision, criterion or practice (PCP) of Christie’s Education or a physical feature of its premises puts a disabled student at a substantial disadvantage in comparison with students who are not disabled. Christie’s Education has a duty to take such steps as it is reasonable to have to take to avoid the disadvantage.

**Victimisation** – means when a person is subjected to a detriment (a disadvantage) because he/she has done or is intending to do a ‘protected act’. Protected acts include bringing proceedings under the Equality Act 2010, giving evidence/information in connection with those proceedings, or making an allegation that another person has breached the Equality Act 2010. Only those making complaints in good faith are protected.

#### 4. Implementation

Christie’s Education community as a whole shares responsibility for the successful implementation of this policy. Overall responsibility for application of this policy rests with Senior Management of Christie’s Education and the HR Department.

- Staff and students have a responsibility to:
- Be familiar with this policy
- Challenge behaviour that is discriminatory or amounts to harassment or victimisation
- Report discriminatory behaviour
- Treat all members of Christie’s Education community, visitors and those connected with the functioning of Christie’s Education with dignity and respect, and must not there engage in conduct is discriminatory or that amounts to harassment or victimisation.

Christie’s Education will:

- Ensure that students know how to report discrimination, harassment or victimisation
- Deal with complaints fairly and confidentiality (strict confidentiality cannot be guaranteed where further action is considered necessary under any disciplinary process)

Breaches of this policy may be dealt with under the relevant student and staff codes of conduct.

#### 5. Review

This policy may be amended from time to time as a result of routine review or to reflect changes in legislation.