



Policy Document Information

Version Number	Next Review Date	Responsible Person	Approved By
1.0	20-01-2026	Centre Head	Director

1. Purpose

The London Academy for Applied Technology (LAAT) is committed to fostering an inclusive and diverse learning environment. This policy ensures that all students, staff, and stakeholders are treated fairly, with dignity and respect, regardless of their background, characteristics, or circumstances.

2. Scope

This policy applies to all students, staff, faculty, contractors, and visitors associated with LAAT. It covers:

- Admissions and enrolment
- Teaching, learning, and assessment
- Student and staff interactions
- Employment and professional development
- Complaints and disciplinary procedures

3. Policy Statement

LAAT is committed to:

- ✓ Providing equal opportunities to all individuals, irrespective of age, gender, disability, ethnicity, religion, sexual orientation, socio-economic background, or any other protected characteristic.
- ✓ Promoting a culture of respect, inclusion, and non-discrimination.

- ✓ Ensuring that all students and staff have access to fair assessment, learning resources, and support services.
- ✓ Creating a safe environment free from harassment, bullying, and discrimination.
- ✓ Ensuring that digital tools used in learning and assessment are accessible and unbiased.

4. Implementation & Responsibilities

4.1 Responsibilities of LAAT

- Embed equal opportunity principles in admissions, curriculum, and teaching methods.
- Provide training and support for staff on diversity, equity, and inclusion.
- Implement fair and transparent complaints and grievance procedures.
- Ensure digital accessibility and inclusivity in online learning environments.

4.2 Responsibilities of Students & Staff

- Treat peers and colleagues with respect and fairness.
- Report any instances of discrimination, harassment, or unfair treatment.
- Engage with training and resources on cultural awareness and inclusivity.
- Use AI and technology ethically, ensuring fairness in assessments and academic work.

5. Reporting Discrimination & Complaints Procedure

If any student or staff member feels they have been subjected to discrimination or unfair treatment, they should:

1. Raise the issue informally with their tutor, academic advisor, or line manager.
2. If unresolved, submit a formal complaint via the LAAT Complaints Form (available on the student/staff portal).
3. Complaints will be reviewed within 10 working days, and appropriate actions will be taken.
4. If not satisfied with the resolution, students can escalate the complaint to the awarding body.

6. Review & Monitoring

- This policy will be reviewed annually to ensure compliance with UK equality laws and best practices.
- Feedback from students and staff will be considered for improvements.

