Version Number:	2.0
Subject:	ACT – EQUALITY & DIVERSITY POLICY
Author/Owner:	Anatolia College Human Resources Department
Approval Authority:	Provost
Effective from:	September 2024
Date for review:	September 2025

Equality and Diversity Policy and Procedure

Anatolia College is committed to providing an environment that is fee of unlawful or unjustifiable discrimination and disadvantage, and treats all job applicants and employees fairly and equally, regardless of their sex, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, age or perceived age, race, color, nationality, national origins, ethnic origin or disability.

The aim of this policy is to ensure Anatolia has a workforce that reflects the diversity, equality of opportunity and good relations within our local communities. Anatolia is committed to achieving diversity by ensuring that we:

- Employ the right people to deliver a high quality service based on equality of opportunity;
- Ensure employees are able to contribute a diverse range of skills and experience to the Anatolia Community and realize their full potential and performance;
- Ensure that all

Disability – Anatolia College will endeavor to accommodate, where justifiable and reasonable, any prospective employees who declare a disability. We will enable employees who develop a disability during their employment to remain in employment wherever possible.

Race Equality – Anatolia College is fully committed to eliminating discrimination, prejudice and intolerance on grounds of race or ethnic background. We will ensure, as far as is reasonably possible, that any perceived or actual barriers that prevent people from ethnic minority backgrounds joining the College and achieving their full potential are identified and addressed.

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Religious Beliefs – Anatolia College will make all reasonable efforts to accommodate the religious needs of all our employeplol

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