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Equality and Diversity Policies

by [redacted] 15.07 in [All Staff](#) [redacted]

As part of the College's equality objective to continue to improve awareness of Equality and Diversity issues amongst staff and learners, we would like to refer you to the following College policies:

- Equality & Diversity Policy
- Bullying & Harassment Policy
- Sexual Orientation Policy
- Gender Identity Policy
- Religion or Belief Policy
- Anti-age discrimination Policy

In line with the Gender Identity Policy, there are also guidance documents available to ensure that learners and staff are fully supported at the College (including Transitioning at Work Guidance and Trans respect guidelines).

We ensure that all College policies are inclusive of all sections of our community - this means that our policies help to build a work environment in which no employees are excluded, marginalised, treated unfairly or prevented from accessing any resources, opportunities or benefits. Our approach to inclusion is to understand that not all of our employees experience the same thing in the same way, and to be receptive to meeting the needs of our staff and learners.

As part of our ongoing commitment to Stonewall's Diversity Champions Programme and the Workplace Equality Index, we ensure all policies, services, practices and benefits are LGBT+ inclusive.

The policies and reference guides referred to above can be found on My Staff Life/Staff Policies/HR policies.

It is our aim to ensure the full integration of Equality and Diversity into the everyday operations of the College.

For further information or advice, please contact [redacted] or equalityanddiversity@cymoeidd.ac.uk.

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