

# Equality Diversity and Inclusion Policy

Institute for Optimum Nutrition

## 1. Introduction

- 1.1 The Institute for Optimum Nutrition (ION) embraces the values underpinning the Equality, Diversity and Inclusion (EDI) policy. It is committed to creating and sustaining a working and learning community where staff, students, and stakeholders (including training clinic attendees) benefit from being treated with dignity and respect. ION values individual differences and the contribution each person makes to the organisation, Nutritional Therapy and the health professions. Nutritional Therapy is founded on a personalised and evidence-based approach, which is consistent with the principles underpinning this policy.
- 1.2 All stakeholders contribute to making policy reality, addressing the unique challenges and opportunities within a primarily online working and learning environment. Trustees are responsible for policy leadership and strategy. Staff are responsible for implementing and upholding the policy and ensuring compliance with the Equality Act 2010. Students, visiting lecturers, markers, research and clinic supervisors are required to demonstrate inclusive values and behaviours.
- 1.3 ION's long-term vision is for the workforce and student population to be representative of all sections of society. ION opposes all forms of unlawful discrimination and expects staff and students to work collaboratively and to develop EDI literacy to promote equality, diversity, inclusion and eliminate discrimination.

## 2. Aims

ION aims to:

- 2.1 Build a positive, inclusive culture that inspires mutual dignity and respect and facilitates all stakeholders to realise their potential.
- 2.2 Work towards fair representation and outcomes for staff and students throughout the lifecycle from recruitment to completion of employment or study.
- 2.3 Demonstrate its commitment using inclusive language and images in its procedures, documents, and publications.
- 2.4 Meet access needs, making reasonable adjustments as appropriate, in line with Nutritional Therapy fitness to practice.
- 2.5 Deliver inclusive curriculums and provide EDI literacy learning and development opportunities.

- 2.6 Equip staff to implement the policy by providing relevant support, guidance and training.
- 2.7 Create a culture and procedures where individuals feel able to report incidents they encounter or witness, for follow-up and/or investigation.
- 2.8 Develop and monitor EDI data to effect sound evidence-based decision-making and build good practice.
- 2.9 Monitor and evaluate EDI plans.
- 2.10 Review the effectiveness and relevance of the policy considering evolving online education and remote working landscapes.

### 3. Breaches of conduct

- 3.1 ION does not tolerate discrimination, harassment, bullying, victimisation, abuse, sexual misconduct, hate crimes or other anti-social behaviour including:
  - a) Ableism
  - b) Ageism
  - c) Classism
  - d) Discrimination based on gender reassignment, religion or belief, marriage or civil partnership, pregnancy, maternity or paternity
  - e) Homophobia, biphobia or discrimination based on sexual orientation
  - f) Misogyny
  - g) Racism, colourism or xenophobia
  - h) Sexism
- 3.2 ION will take the necessary actions to prevent and address the above. ION will take complaints seriously. Should an incidence occur, ION's response will be proportionate and may include disciplinary action (in accordance with student or employee disciplinary procedures), the adoption of the staff grievance procedure, and restorative interventions (e.g. learning and development activity) intended to promote behaviour change.

### 4. Additional policy specific to students

- 4.1 Recruitment and selection procedures will be fair and transparent, based on abilities and the prevention of adverse impact (see ION Admissions Policy).
- 4.2 Assessment marking criteria will be fair and transparent, aligned to the learning outcomes and appropriate to the educational Level of study. The marking and moderation and complaints procedures are designed to prevent bias and discrimination (e.g. student anonymity is used). Examination schedules seek to avoid major religious festivals/ holidays.
- 4.3 ION will strive to ensure online resources are accessible, considering different needs and abilities.

### 5. Additional policy specific to staff

- 5.1 ION opposes unlawful discrimination in the application of all terms and conditions of employment.
- 5.2 Use of the disciplinary or grievance procedure does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.