

Starliks Campus – Equalities and Diversity Policy

Version: 1.0 | Effective Date: 01.04.2024



1. Purpose

At **Starliks Campus**, we are committed to promoting equality, diversity, and inclusion in all aspects of our educational and operational activities. This policy outlines our commitment to creating a respectful, inclusive, and accessible learning environment where all individuals are valued and have the opportunity to achieve their full potential.

2. Scope

This policy applies to:

- All students, applicants, and alumni
- All teaching and non-teaching staff, including visiting lecturers and contractors
- Any third-party providers or partners associated with the campus

It applies to all learning modes, including online and blended delivery.

3. Policy Statement

Starliks Campus will:

- **Ensure equal access** to education and services regardless of age, gender, ethnicity, religion, disability, marital status, sexual orientation, socioeconomic background, or any other protected characteristic.
- **Respect and value** individual differences and promote a culture of dignity, tolerance, and respect.
- **Provide support** to eliminate barriers to participation and achievement.
- **Embed diversity** into course content, teaching styles, and assessments.
- **Actively address discrimination**, bullying, harassment, and victimization.

5. Implementation Measures

- Promote inclusive practices in admissions, learning, assessments, and communication
 - Ensure teaching materials reflect diverse perspectives
 - Use accessible virtual learning platforms and tools
 - Conduct staff training on unconscious bias and inclusive teaching
 - Monitor learner data to identify and address disparities in achievement or engagement
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6. Responsibilities

- **Senior Management Team** – Oversee policy implementation and accountability
 - **Academic Staff** – Deliver inclusive teaching and fair assessments
 - **Administrative Staff** – Ensure unbiased admissions, enrollment, and communication
 - **Students** – Uphold respectful conduct and report any breaches of policy
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7. Breaches of Policy

Any behavior or practices that go against this policy will be treated seriously and investigated promptly. Complaints may be made using the **Complaints Policy**, and disciplinary actions may be taken in line with internal procedures.

8. Monitoring & Review

The policy will be reviewed **annually** to ensure its effectiveness and alignment with legislative or regulatory changes. Feedback from learners and staff will be used to inform improvements.

Approved by:

Managing Director

Starliks Campus

Managingdirector@starliks.com



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