



The Inns of  
Court College  
of Advocacy

# Equality and Diversity Policy

Version 1.0

# Statement on Equality and Diversity Key Principles

The ICCA recognises that equality of opportunity and the recognition and promotion of diversity are integral to its core values. The following principles apply in respect of the ICCA's commitment to equality and diversity:

1. To create an inclusive, open and respectful culture by embedding staff and student wellbeing and encouraging talented students to enter the profession.
2. Cultivate an inclusive and diverse community where all staff and students are respected.
3. Foster a greater understanding of the strength of diversity within the profession.
4. Further develop our practices and policies in order to ensure that success is based solely on demonstrable outcomes.
5. To provide and advance equality of opportunity in all areas of its work and activity.
6. To recognise and develop the diversity of skills and talent within its current and potential community.
7. To ensure that all ICCA members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment because of a protected characteristic. The 'protected characteristics' in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
8. To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation.
9. To foster good relations between individuals from different groups and tackle prejudice and promote understanding.

## Demonstrating Commitment

In order to ensure that the ICCA is able to commit to its equality and diversity principles, it has set out programmes of activity in the following areas:

- a) **Policies and Processes:** the ICCA has in place policies, processes and strategies to ensure that equality and diversity become embedded into every aspect of the College. These policies and processes will be subject to regular review and enhancement.
- b) **Monitoring:** analyses of equality monitoring on admissions processes are undertaken to identify any notable findings and to mitigate any adverse impacts.
- c) **Training:** staff undertake regular equality and diversity training to ensure that:
  - i) Members of staff are aware of relevant legislation and its impact on their work;
  - ii) They are able to identify and eliminate discrimination and advance equality of opportunity;

- iii) They foster good relations and understanding between staff and students of different identities and backgrounds; and
- iv) They promote good equalities practice.

## **Leadership and Management**

Responsibility for ensuring that the ICCA fulfils its legal and statutory duties in respect of equality and diversity is devolved by the Board of Governors to its Boards and Committees.

The ICCA recognises that all of its members have a duty to support and commit to its equality and diversity principles to ensure that these are embedded within ICCA policies, procedures and practices.