

Equality & Diversity at Asian College of Teachers (ACT)

The Equality & Diversity policy for students is about developing positive attitudes towards equality and diversity and to ensure that everyone working and studying at Asian College of Teachers (ACT) is treated fairly and with dignity and respect. This policy is aimed at past and current students as the institution takes the responsibility that all receives favourable treatment on the grounds of age, disability, race, religion, gender, sexual orientation etc.

At ACT we are privileged to work with many thousands of learners of all ages and backgrounds both studying at our centres in Asia and India and in many schools and educational organisations throughout the world. We also recruit and develop teaching professionals and advice institutions and education ministries in many countries on Teacher Training, Teacher Development and Curriculum & Instructions.

Our 100+ staff comes from different walks of life and we partner with other organizations to extend the work we do to more communities. The education and achievement of each and every one of our learners is our top priority.

We actively pursue equality for all through a range of work:

We embed messages about equality and diversity into our policies and our plans.

The overarching aim of our Equality Policy is:

The institution is firmly committed to equalising opportunity for all who becomes a part of ACT community and to advancing equality for all as an integral part of all operations. We aim to provide a supportive environment where everyone will be treated with fairness, justice, dignity and respect.



ACT seeks to:

- Eliminate unlawful discrimination
- Eliminate harassment
- Advance equality
- Promote positive attitudes and community cohesion
- Encourage participation and progression

Key Equality objectives within our plans are:

- To narrow gaps in achievement between different groups of learners with or without protected characteristics
- To ensure that all staff are regularly trained in equality matters and understand how they can contribute to advancing equality in the institution through their work, eliminating unlawful discrimination and harassment, and promoting positive attitudes
- To review our employment statistics and identify actions relating to any causes for concern
- To maintain an inclusive environment and experience for our students, staff and visitors

Gender Equality Policy in the Workplace

Gender equality in the workplace indicates a place where the employees irrespective of gender have equal exposure to all the facilities, resources, and rewards in the organization.

Gender equality policy focuses on the parity across opportunities for career progression and promotions and equality in the consideration of needs.



Benefits of Gender Equality Policy

One of the primary benefits of gender equality policy means an equal and fair representation of people of all genders within the organization. It is about ensuring the employees that people of all genders are given equal opportunities in the workplace at all levels and are provided with the same safety measures in case of any kind of challenges. Moreover, this leads to an inclusive culture in the organization boosting morale and opportunities.

ACT's Stand Related to Gender Equality

Asian College of Teachers (ACT) is an equal employment opportunity company and we believe in providing access to equal employment opportunities and protection to all employees regardless of gender identity. Gender is never a barrier to career progression at Asian College of Teachers (ACT). We try to create a positive atmosphere and build tolerance in the workplace. We take necessary measures to protect our employees irrespective of the gender from any kind of sexual harassment in the workplace and we have zero tolerance for all types of harassment.

We have the Prevention of Sexual Harassment (PoSH) at Workplace Act of India in place to define sexual harassment policies, procedures and prevention for our employees. Our employees are imparted training on PoSH which helps to create a healthy and positive working environment in the organization. Complaints pertaining to harassment are listened to and taken seriously and any issue related to any kind of harassment (mental or physical) is channelized through PoSH Committee.