

POLICY ON EQUAL OPPORTUNITIES

Studio Cambridge is an equal opportunities company and we oppose all forms of unfair or unlawful discrimination. It is our policy that there should be no discrimination against, or harassment of, any student, employee, job applicant or client - either directly or indirectly on the grounds of:

- race, colour, nationality or national or ethnic origin ("race")
- sex
- marital status
- disability (e.g., a long term mental or physical impairment)
- sex change status
- sexual orientation
- religion or philosophical belief
- political belief
- trade union activity
- age

It is the responsibility of all those attending or employed on Studio courses to provide a good and harmonious study and social environment that offers fairness, respect, equal treatment and equal opportunities to all.

We are also committed to preventing discrimination of any kind against our employees, students or clients by third parties such as suppliers, facility providers, visitors or the general public.

The Company recognises its legal obligations under the Race Relations Act 1976, the Equal Pay Act 1970, the Sex Discrimination Acts 1975, 1986 and 1999, the Disability Discrimination Act 1999, the Rehabilitation of Offenders Act 1974, the Human Rights Act October 2000, and the Employment Equality (Age) Regulations 2006.

Breaches of the Company's equal opportunities policy and procedures and any unfair or unlawful discrimination will not be tolerated and will be dealt with under the Company's disciplinary procedures. In serious cases, this could lead to dismissal of the relevant individual.

*Reviewed: Mar 2025 by RE & RM
Next review due: Mar 2026*