

# Welfare Awareness Topic: Equality, Diversity and Inclusion

**Overview** – *Equality, Diversity and Inclusion (EDI) is about ensuring and embedding the key principles of fair treatment and equal opportunity for all, by eliminating prejudice and discrimination on the basis of an individual's protected characteristics. At BPP, we are committed to creating an inclusive and safe learning environment for all students, learners, and employees, challenging and eliminating unlawful discrimination and harassment.*

**Equality** is about promoting and fostering everybody's right to be different, about being free from discrimination, valued as an individual, and having choice and dignity with a right to your own beliefs and values. This principle applies to everyone irrespective of Race, Gender, Gender Identity, Disability, Age, Faith and Sexual Orientation.

**Diversity** is a word that means 'varied and different'. Diversity, therefore, is about more than equality. It's about creating a culture which values individual differences and variety for the benefit of society, individuals and organisations.

**Inclusion** involves bringing together and harnessing these diverse forces and resources, in a way that is beneficial. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection — where the richness of ideas, backgrounds and perspectives are harnessed to create business value. Organisations need both diversity and inclusion to be successful.

At BPP, we have a zero-tolerance approach to unlawful discrimination, harassment and victimisation. This includes homophobic behaviour and prejudicial behaviour because of race, religion, age, gender or disability. We encourage all employees, students and learners to challenge unacceptable behaviours.

## Article/Source

For more information about Equality, Diversity and Inclusion at BPP, visit the Student Association website [here](#), or download the [ED&I pocket guide](#).

There is also more information on discrimination and harassment, as well as where to go for support or advice on the [Citizens Advice website](#), and information about discrimination about work, and support and advice on the [ACAS website](#).

For more info and support on discrimination at work you can visit the [Mind website here](#), and there is also information on discrimination in everyday life and [useful contacts here](#).

**If you feel you have been the victim of any form of harassment, inappropriate behaviour, prejudice or discrimination please contact the Equality, Diversity and Inclusion office for support on [Inclusion@bpp.com](mailto:Inclusion@bpp.com)**

## Support

If you would like to talk to the safeguarding team about anything you have just read, we will listen without judgement and signpost you to support. If you would like to talk to a member of the Safeguarding Team then please get in touch: [safeguarding@bpp.com](mailto:safeguarding@bpp.com)