

Anti-Discrimination, Anti-Racism and Anti-Semitism Policy

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Department / Function: Governance, Compliance and Student Experience

Policy Owner: Dean, Dr Manoj Ponugubati

Oversight Committee: Academic Board

Approving Body: Academic Board (Recommended) / Board of Governors (Final Approval)

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Supersedes: None

Regulatory Alignment with Office for Students (OfS) Conditions

The Anti-Discrimination, Anti-Racism and Anti-Semitism Policy forms part of the London Academy for Applied Technology's (LAAT) equality, safeguarding, and institutional governance framework. It establishes LAAT's commitment to preventing discrimination, racism, anti-Semitism, and all forms of harassment within the institutional community, ensuring that all members are treated with dignity and respect.

The policy aligns with the **Equality Act 2010**, which protects individuals from discrimination on the basis of protected characteristics such as race, religion, belief, disability, gender, and sexual orientation.

It also supports compliance with several **Office for Students (OfS) Conditions of Registration**, including **Condition B2 – Quality of the Student Academic Experience**, which ensures that students can study in a safe, inclusive, and supportive environment free from discrimination and harassment; **Condition E1 – Public Interest Governance**, which demonstrates that LAAT operates with integrity and promotes equality, diversity, and inclusion across the institution; **Condition E2 – Management and Governance**, which ensures effective institutional processes for preventing discrimination and addressing incidents when they occur; and **Condition E6 – Harassment and Sexual Misconduct**, which supports procedures that protect students and staff from harassment and abusive behaviour.

Through this policy, LAAT demonstrates its commitment to promoting equality, dignity, respect, and inclusion for all members of its academic community.

Terms of Reference

1. Purpose

The purpose of this policy is to establish LAAT's institutional commitment to preventing and addressing:

- discrimination
- racism
- anti-Semitism
- harassment
- victimisation
- other forms of prejudice or hate-based conduct

The policy aims to ensure that all members of the LAAT community can study and work in a **safe, inclusive, and respectful environment** where diversity is valued and protected.

2. Scope

This policy applies to:

- All students enrolled at LAAT
- Academic staff and professional services staff
- Visiting lecturers and contractors
- Applicants and prospective students
- Visitors participating in LAAT activities

The policy applies to conduct occurring:

- on campus or within LAAT facilities
- during LAAT-organised activities or events
- on institutional digital platforms
- online where conduct may affect the LAAT community or reputation

3. Legislative and Regulatory Framework

This policy has been developed in accordance with:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Public Sector Equality Duty**
- **Counter-Terrorism and Security Act 2015 (Prevent Duty)**
- **Protection from Harassment Act 1997**
- **OfS Regulatory Framework**

LAAT is committed to ensuring compliance with national legislation and higher education sector standards relating to equality and non-discrimination.

4. Definitions

Discrimination

Discrimination occurs when an individual is treated unfairly or less favourably because of a protected characteristic such as race, religion, ethnicity, gender, disability, or sexual orientation.

Racism

Racism refers to prejudice, discrimination, or hostility directed at individuals or groups based on race, colour, nationality, or ethnic origin.

Anti-Semitism

Anti-Semitism refers to hostility, prejudice, or discrimination against Jewish people, Jewish communities, or Jewish institutions.

Harassment

Harassment is unwanted behaviour that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

5. Institutional Principles

LAAT is committed to the following principles:

Equality and inclusion

All members of the community must be treated fairly and with respect regardless of their background or identity.

Zero tolerance for discrimination

LAAT does not tolerate discrimination, racism, anti-Semitism, harassment, or hate speech.

Safe learning environment

Students and staff should feel safe, supported, and respected in all academic and institutional activities.

Accountability

All members of the LAAT community are responsible for upholding institutional values and reporting unacceptable behaviour.

6. Prohibited Behaviour

The following behaviours are strictly prohibited:

- discriminatory treatment based on protected characteristics
- racist or anti-Semitic remarks, jokes, or stereotypes
- harassment or bullying related to race, religion, or ethnicity
- hate speech or abusive language directed at individuals or groups
- discriminatory behaviour in teaching, assessment, recruitment, or services
- online harassment or discriminatory conduct on institutional platforms

Such behaviour may result in **disciplinary action** under relevant institutional procedures.

7. Reporting and Investigation

Members of the LAAT community are encouraged to report incidents of discrimination, racism, or anti-Semitism.

Reports may be made through:

- the Student Experience Team
- the Student Wellbeing Officer
- Programme Leaders or academic staff
- institutional reporting systems

Reports will be handled in accordance with LAAT's:

- Student Disciplinary Procedures
- Staff Disciplinary Procedures
- Harassment and Misconduct Policies

All reports will be handled **confidentially and fairly**, with appropriate support provided to affected individuals.

8. Support for Affected Individuals

LAAT will provide appropriate support to individuals affected by discrimination or harassment, which may include:

- pastoral and wellbeing support
- academic guidance
- mediation where appropriate
- referral to external support services where necessary

The institution will ensure that complainants are protected from **victimisation or retaliation**.

9. Preventative Measures

LAAT will implement proactive measures to prevent discrimination and promote inclusion, including:

- equality and diversity training for staff and students
- awareness programmes promoting inclusion and respect
- monitoring institutional practices to ensure fairness
- reviewing policies and procedures to eliminate bias

These initiatives support the development of a respectful and inclusive institutional culture.

10. Monitoring and Review

Implementation of this policy will be monitored through:

- incident reporting and case reviews
- equality and diversity monitoring
- institutional governance reporting

Oversight will be provided by:

- Academic Board
- Senior Management Team
- Board of Governors

The policy will normally be reviewed **annually** to ensure continued compliance with legislation and regulatory expectations.

11. Responsible people / roles include

- **Dean (Policy Owner) – Dr Manoj Ponugubati**
Provides strategic leadership and ensures institutional compliance with equality and anti-discrimination standards.
- **Student Experience Lead: Dr Ruchi Singla**
Manages student complaints and coordinates investigations related to discrimination or harassment involving students.
- **Programme Leader: Mr Amarjeet Singh**
Promote inclusive learning environments and report concerns where discriminatory behaviour occurs.
- **Student Wellbeing Officer: To be appointed**
Provides support and guidance to students affected by discrimination or harassment.
- **All Staff and Students**
All members of the LAAT community share responsibility for upholding institutional values and reporting unacceptable behaviour.

List of people and Contact email

Role	Name	Contact email
Dean	Dr Manoj Ponugubati	manoj@laat.ac.uk
Programme Lead	Mr Amarjeet Singh	Amarjeet.singh@laat.ac.uk
Student Experience Lead	Dr Ruchi Singla	Ruchi.singla6@laat.ac.uk
Student wellbeing officer	To be named	To be provided

12. List of Documents

- Discrimination and Harassment Incident Report Form
- Equality and Diversity Complaint Form
- Bullying and Harassment Reporting Form

- Formal Investigation Record Form
- Student Code of Conduct Policy
- Harassment and Sexual Misconduct Policy
- Equality, Diversity and Inclusion Policy
- Student Complaints Policy
- Safeguarding and Prevent Policy

13. Evidence

- Discrimination and Harassment Incident Report
- Equality and Diversity Complaint Form
- Bullying and Harassment Reporting Form
- Formal Investigation Record Form
- Investigation and disciplinary records
- Equality and diversity training records
- Student complaints records
- Institutional equality monitoring reports

Mapping Table for Evidence Items Related to OfS Conditions

Evidence / Document	Purpose / What it Demonstrates	Relevant OfS Condition
Discrimination and Harassment Incident Report	Provides a formal mechanism to record incidents of discrimination, harassment, racism, or antisemitism and ensures such concerns are documented and addressed appropriately.	OfS Condition B2 – Quality of Academic Experience; OfS Condition E2 – Management and Governance
Equality and Diversity Complaint Form	Enables students or staff to formally raise complaints relating to equality, discrimination, or unfair treatment, ensuring transparent complaint handling processes.	OfS Condition C1 – Consumer Protection Law; OfS Condition E2 – Management and Governance
Bullying and Harassment Reporting Form	Allows individuals to report bullying or harassment and supports early identification and management of inappropriate behaviour within the institution.	OfS Condition B2 – Quality of Academic Experience; OfS Condition E2 – Management and Governance

Formal Investigation Record Form	Documents investigation procedures, evidence reviewed, and findings to ensure fair, consistent, and transparent handling of reported incidents.	OfS Condition E2 – Management and Governance
Investigation and Disciplinary Records	Demonstrates that reported cases are investigated and resolved through appropriate disciplinary processes in line with institutional policies.	OfS Condition E2 – Management and Governance
Equality and Diversity Training Records	Provides evidence that staff and students receive training on equality, diversity, and inclusion to promote a respectful and inclusive institutional environment.	OfS Condition B2 – Quality of Academic Experience
Student Complaints Records	Demonstrates that student complaints, including those related to discrimination or harassment, are recorded, reviewed, and addressed through formal processes.	OfS Condition C1 – Consumer Protection Law; OfS Condition E2 – Management and Governance
Institutional Equality Monitoring Reports	Demonstrates that the institution monitors equality data and trends to support inclusive practices and inform institutional decision-making.	OfS Condition B2 – Quality of Academic Experience; OfS Condition E2 – Management and Governance