

**Jubaiha Center**

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**Date:** 28 October 2025

## **EQUALITY AND DIVERSITY POLICY**

### **1. INTRODUCTION**

Jubaiha Center is committed to creating and maintaining a culture of inclusion, respect, and fairness. We recognise and value the diverse backgrounds, experiences, and perspectives of our staff, students, and stakeholders, and are dedicated to eliminating discrimination and promoting equality of opportunity across all areas of academy life.

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### **2. PURPOSE**

This policy aims to:

- Promote inclusivity and diversity within our learning and working environments.
- Ensure compliance with Jordanian laws and international best practices regarding equality.
- Embed equality considerations into decision-making, service delivery, and academic practices.
- Support a safe, respectful, and inclusive environment for all individuals.

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### **3. SCOPE**

- This policy applies to:
- All staff, students, contractors, and visitors.
- All academic, administrative, extracurricular, and support services.
- All locations, including physical campuses and digital platforms.

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### **4. STATEMENT OF COMMITMENT**

Jubaiha Center will:

- Provide equal access to educational opportunities and employment.
- Foster an environment where differences are valued and respected.
- Take active steps to prevent and address discrimination, harassment, and victimisation.
- Promote good relations between people of different backgrounds.

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## **5. PROTECTED CHARACTERISTICS**

- Individuals are protected from discrimination on the basis of:
- Age
- Disability
- Gender identity
- Marital or civil partnership status
- Pregnancy and maternity
- Race, colour, ethnic origin, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background

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## **6. RESPONSIBILITIES**

### **Principal:**

- Provides strategic leadership and ensures academy-wide compliance.

### **Equality and Diversity Lead:**

- Coordinates equality-related initiatives and training.
- Monitors policy implementation and reports on performance.

### **Line Managers:**

- Ensure equality is embedded in departmental processes.

- Address concerns raised by staff or students regarding unfair treatment.

**Staff:**

- Promote inclusivity and treat others with dignity and respect.
- Participate in equality and diversity training.

**Students:**

- Uphold respectful conduct and inclusive values.
- Report incidents of harassment, discrimination, or exclusion.

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**7. IMPLEMENTATION STRATEGIES**

- Embed inclusive language and content in teaching and learning materials.
- Ensure recruitment, promotion, and assessment practices are free from bias.
- Provide reasonable adjustments for individuals with disabilities or health needs.
- Offer awareness campaigns, workshops, and training sessions on equality and diversity.

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**8. REPORTING AND COMPLAINTS**

- Concerns about discrimination or harassment should be reported via the Complaints Procedure.
- All complaints are investigated promptly, fairly, and confidentially.
- Victimisation of those raising concerns is strictly prohibited.

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**9. MONITORING AND EVALUATION**

- Equality data (e.g., student enrolment, attainment, staff recruitment) is monitored annually.
- Reports are submitted to the Senior Leadership Team to inform policy, planning, and practice.
- Policy effectiveness is evaluated using surveys, audits, and stakeholder feedback.

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**10. LEGAL AND POLICY FRAMEWORK**

- This policy aligns with:

- Jordanian labour and education laws related to equality and non-discrimination
- International human rights principles
- Jubaiha Center internal policies (e.g., Safeguarding, Code of Conduct)

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## **11. REVIEW**

- This policy is reviewed annually or in response to significant changes in legislation or academy priorities.

**Approved by:**

Director General, **Jubaiha Center, Jordan**

**Date:** 28 October 2025