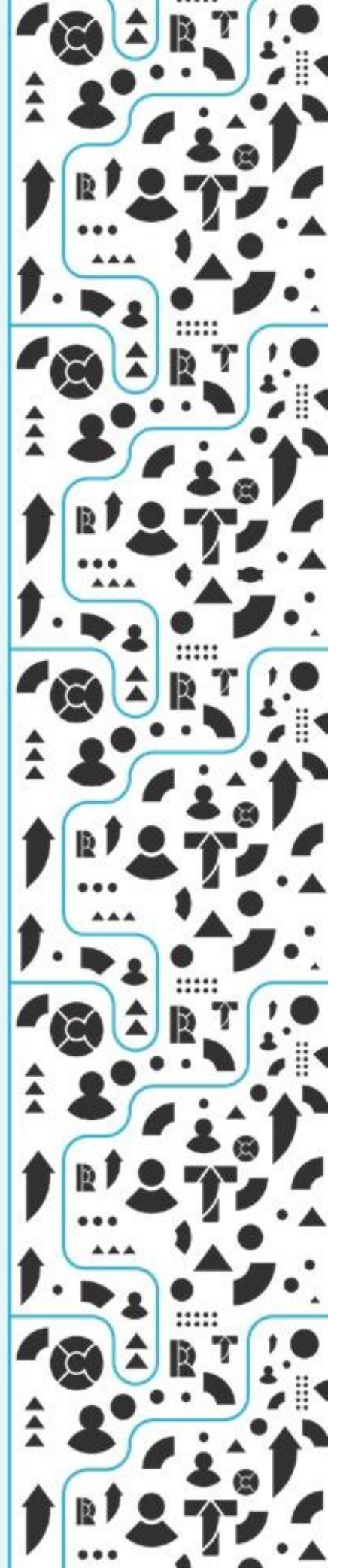




Policy Number DIV 006
Diversity and Equality Policy
6th Cycle Amendments

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Diversity & Equality Policy

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1. Aims

This Policy for students is about promoting positive attitudes towards equality and diversity and ensuring that everyone working and studying at ThinkTalent is treated fairly, with dignity and respect. The Policy aims to ensure that no prospective or existing student or staff member shall receive less favourable treatment on the grounds of age, race, colour, nationality, ethnic origins, disability, sexual orientation, gender, marital or parental status, gender re-assignment, religious belief or non-belief, political belief or social or economic class, pregnancy and maternity, or any other basis that cannot be shown to be properly justifiable. ThinkTalent will ensure that its policies, procedures and practices comply with current equality legislation, MFHEA standards, and international best practice.

2. Equality Areas

2.1 Age – ThinkTalent celebrates and values the diversity of students and staff of all ages and aims to ensure that all individuals are treated fairly, with dignity and respect.

2.2 Disability – ThinkTalent ensures that persons with disabilities are treated fairly and with dignity and respect. Reasonable adjustments will be made to ensure accessibility in teaching, learning, assessment, and employment.

2.3 Gender Reassignment – ThinkTalent values diversity and ensures that all transgender students and staff are treated fairly and with dignity. Individuals will always be referred to by their chosen gender identity.

2.4 Marriage and Civil Partnership – ThinkTalent ensures that all students and staff who are in a marriage or civil partnership are treated fairly and with dignity. Civil partnership is recognised and reflected in policy in accordance with the law.

2.5 Pregnancy and Maternity – ThinkTalent provides an environment where students and staff are supported and treated fairly during pregnancy, maternity, and whilst breastfeeding.

2.6 Race – ThinkTalent ensures that all individuals are supported and treated fairly regardless of race, colour, nationality, or ethnic origins.

2.7 Sexual Orientation – ThinkTalent values the diversity of LGBTQ students and staff and ensures that all are welcomed and treated fairly with dignity and respect.

3. ThinkTalent Functions

All ThinkTalent functions will take account of this policy. The following functions have specific responsibilities:

3.1 Student Admissions – Admissions are merit-based, fair, and transparent. Alternative access routes are considered for underrepresented groups. Applicants are assessed without discrimination.

3.2 Teaching, Learning and Assessment – ThinkTalent values the diversity of backgrounds and experiences that students bring to the learning environment and is committed to meeting the needs of a diverse student body. Assessment and teaching strategies are equitable, inclusive, and directed towards academic and personal development.

3.3 Staff and Trainer Recruitment – Recruitment practices are fair, transparent, and aimed at supporting workforce diversity. All staff and trainers have equal opportunities for progression and CPD.

3.4 Student Support – The welfare of all students is a top priority. ThinkTalent provides an environment that secures personal development, physical and mental well-being, and academic success. The Student Support Office is represented by the Office Manager and the Human Resource Manager at ThinkTalent.

4. Harassment

ThinkTalent aims to provide a stimulating and supportive environment for learning, teaching, and professional development. Harassment and bullying in any form are unacceptable. All members of the ThinkTalent community, students and staff alike, share responsibility in creating a respectful environment.

Students experiencing harassment may contact the Student Support Office, represented by the Office Manager and HR Manager. Harassment complaints will be handled confidentially, promptly, and in line with institutional QA and HR procedures.

5. Complaints

Students or staff who wish to make a complaint about an equality-related matter or function-related matter concerning course delivery or workplace practice may follow these steps:

1. Seek resolution by raising the complaint with the member of staff most closely involved.
2. If unresolved, escalate to the Student Support Office.
3. As a last resort, if unresolved by the Student Support Office, the matter will be referred to ThinkTalent's legal representative.

All complaints will be addressed in line with the institutional Complaints Policy and Quality Assurance Framework.

6. Implementation and Responsibilities

ThinkTalent seeks to ensure that all members of its community—students, staff, trainers, and contractors—are informed of this policy and its associated procedures. All members are responsible for familiarising themselves with this policy and applying it in their roles.

The QA Director, Executive Director, and HR Manager are accountable for policy implementation, supported by the Diversity & Equality Coordinator. The QA Committee monitors compliance, ensuring that equality measures are embedded into institutional quality assurance reviews.

Annual reviews are conducted to measure effectiveness, drawing on admissions data, recruitment statistics, student outcomes, feedback, and compliance checks against MFHEA, OTHM, and EU equality legislation.

7. Policy Review

This policy will be reviewed annually as part of the ThinkTalent QA cycle, or earlier if required by regulatory changes, institutional developments, or feedback from stakeholders.

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8. Conclusion

Through this Diversity & Equality Policy, ThinkTalent reaffirms its commitment to fostering an inclusive environment for learning and work. By embedding equity, fairness, and respect into all operations, the institution ensures compliance with regulatory standards and supports a culture of excellence, diversity, and belonging.

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Date: June 21 2025

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