



**Domino Institute Of  
Professional Studies**

# Diversity and Equality Policy

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**Domino Institute Of  
Professional Studies**

## **Welcome to Domino Institute of Professional Studies**

As a leading provider of professional education in Pakistan, we are pleased to welcome you to our academic community. This diversity and equality policy reflects our institutional commitment to delivering high-quality education, safeguarding student welfare, and maintaining the professional standards that are the hallmark of the Domino Institute. DIPS is a nationally recognized academic institution, committed to enhancing educational accessibility through the implementation of contemporary pedagogical practices. In alignment with global educational trends and the increasing demand for flexible learning pathways, DIPS has developed a comprehensive and scalable distance learning model to complement its traditional on-campus delivery. This policy establishes a structured framework for ensuring the consistent delivery of high standards in distance education. It reaffirms the Institute's dedication to academic excellence, comprehensive student support, regulatory compliance, and the ongoing enhancement of its technological infrastructure. All provisions within this policy are aligned with the requirements set forth by OTHM, Ofqual standards, and the broader expectations of Pakistan's higher education sector.



## **1. Purpose**

The purpose of this policy is to affirm Domino Institute of Professional Studies' (DIPS) commitment to equality, diversity, and inclusion (EDI). It aims to provide a safe, inclusive, and respectful learning and working environment where all individuals are treated fairly, have equal access to opportunities, and are free from discrimination or harassment based on any personal characteristic.

## **2. Scope**

This policy applies to:

- All learners enrolled at DIPS (onsite or online)
- All staff members, academic and administrative
- External partners, contractors, and visitors involved in any DIPS activities
- Data collected regarding protected characteristics (as per GDPR compliance)

## **3. Legal & Regulatory Framework**

While Pakistan does not have a standalone Equality Act, DIPS adopts and implements principles from:

- UK Equality Act 2010
- OTHM and Ofqual regulatory standards
- UK GDPR (General Data Protection Regulation) for processing sensitive personal data
- Local cultural and ethical standards that promote dignity and fairness



## **4. Protected Characteristics**

DIPS commits to non-discrimination on the basis of:

- Age
- Gender / Sex
- Race / Ethnicity / Nationality
- Religion or Belief
- Disability or medical condition
- Marital or parental status
- Socioeconomic background
- Sexual orientation (*where voluntarily disclosed*)
- Any other legally or ethically recognized identity marker

## **5. Policy Objectives**

DIPS is committed to:

1. Providing equal access to education, training, assessment, and employment.
2. Eliminating unlawful discrimination and unfair treatment.
3. Promoting inclusive curriculum and teaching practices.
4. Encouraging respectful behavior from all learners and staff.
5. Protecting personal data collected for diversity monitoring under GDPR.
6. Monitoring and evaluating EDI practices and outcomes.
7. Fostering a safe space for all staff and students to report concerns.



## **6. Implementation Measures**

- **Inclusive Language:** All communications avoid discriminatory or biased terminology.
- **Admissions:** Students are selected based on merit, not background or identity.
- **Recruitment:** Fair recruitment and promotion policies for all staff.
- **Reasonable Adjustments:** Available for students or staff with medical/disability-related needs.
- **Training:** Annual EDI and data protection training for all staff.
- **Curriculum & Learning Materials:** Reviewed for cultural inclusiveness and balance.

## **7. Data Protection (GDPR Alignment)**

- DIPS collects anonymous or consented diversity data only where necessary for reporting or quality assurance.
- Data such as gender, disability, or ethnic origin is processed securely and only with the individual's informed consent.
- All staff involved in handling such data are trained in GDPR and ethical confidentiality.



## **8. Monitoring & Review**

- DIPS will regularly monitor:
  - Enrollment and recruitment trends
  - Assessment outcomes by diversity indicators
  - Complaints related to discrimination or harassment
- Annual EDI reviews will inform policy revisions and staff/student engagement strategies.

## **9. Complaints and Breaches**

- Any student or staff member who believes they have experienced discrimination, harassment, or inequality may report it through:
  - The Grievance/Complaints Policy
  - Directly to the Diversity Officer or Head of Centre
- All reports will be taken seriously and investigated confidentially.

## **10. Responsibilities**

- Board of Directors / Management: Oversight of EDI compliance and review.
- Head of Centre: Policy enforcement and leadership of inclusive practices.
- All Staff: Uphold inclusive behavior and support fair practices.
- Students: Behave respectfully and report issues responsibly.



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**Contact Domino Institute**

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*Sikander*

**Signed:**

Director, Domino Institute of Professional Studies

