

Equality and Diversity

What you can expect from us

We will take a series of actions to make sure that we fulfil our vision of fairness to all. We will do this in a planned way and will review our success systematically. The key things we will do are:

- promote tolerance and be intolerant of intolerance where we find it, challenging ill-informed and offensive assumptions where we find them
- induct and update and train every member of the College so that staff, students and governors can all continue to sustain and to improve our capacity as a community to treat everyone respectfully and we will foster an environment of celebration of diversity and tolerance and, where necessary, use our disciplinary procedures to eliminate harassment
- continue to ensure that we have embedded into our management of the College at all levels a systematic determination to critically reflect upon our practice, auditing our work and the feedback we receive from stakeholders to ensure that all that we do is sensitive to our duties to promote and enhance equality and diversity in compliance with the law
- pay attention to our legal duties in all aspects of College activity, starting with marketing and recruitment and proceeding through the full range of the provision of goods and services any member of the College will experience before progression and exit
- continue to systematically impact assess our policies, practices and procedures as they develop so that we can perform our duties in respect of those with protected characteristics, and those who are associated with them.
- continue to regularly analyse and evaluate all data about the College's work and performance with particular attention to outcomes for those with protected characteristics. We will also seek to improve the range of relevant data which we ordinarily consider and ensure coherence in the College's overview of its work
- ensure that prompt and effective remedial action is taken where there is evidence of inequality of experience for College members or of a failure to meet our duties
- continue to work to adapt our environment, our support practices and our resources (where reasonable as defined by the law) in anticipation of the needs of disabled users of the College, understanding that the social model of disability must be our normative assumption
- continue to ensure that the concept of good practice which informs the College's actions to improve is appropriately informed by considerations of equality and diversity impact
- continue to work to strengthen the College community, involving in the work of the College with students, staff, parents and governors, members of our many diverse communities where possible
- continue to work with our many partner schools in Solihull and Birmingham to ensure that we better understand the communities students come from and adapt our induction practices as required.