

Policy Reference Number	E03
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Originator	Sonia Wood
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A Principles

A.1 Equality of opportunity is everybody's right and is a central aim of the College for all staff, students, governors and others associated with the College.

A.2 The College continuously strives to uphold the aims of the Equality Duty to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010,
- advance equality of opportunity
- foster good relations by recognising and valuing diversity.

A.3 Particular groups are covered against discrimination within the Equality Act 2010 as they have "Protected Characteristics". The nine protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief (including lack of belief)
- sex
- sexual orientation

Both those who associate with persons with protected characteristics (e.g. carers) and those mistakenly associated with protected characteristics also have protection in law.

A.4 The College is also mindful of the socio-economic, cultural, psychological and experiential factors which can affect students with or without protected characteristics including those who are 'looked after' or are carers themselves.

A.5 The College promotes the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs in all that we do and with particular regard to those with protected characteristics as set out in the Equality Act 2010.

A.6 Every member of the College community has a responsibility for promoting equality and diversity in all aspects of College life.

A.7 The College is fully compliant with the Equality Duty and all relevant legislation. The College Leadership Team consciously thinks about its duties when policies and procedures are developed and decided upon and implemented and reviewed. A record of how decisions are reached is included in CLT minutes.

A.8 In accordance with the Equality Act 2010, the College treats students *differentially* to secure equality of opportunity to achieve best potential outcomes.

A.9 The College recognises that disabled people's needs may be different from those of non-disabled people. We therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

A.10 In accordance with its specific duties, the College publishes information to demonstrate compliance with the Equality Duty at least annually and sets and publishes equality objectives at least every four years. The Equality & Diversity Policy is available on the College's website.

B The LGB and the Equality & Diversity Committee

B.1 The Equality & Diversity Committee meets at least three times a year and comprises a named governor, students and staff. The Committee has a key role in scrutinising and advising on the work of the College, in particular the work of the lead manager on equality and diversity, in strategically delivering on the Equality Objectives. The Committee receives reports and scrutinises relevant data with regard to the outcomes and experiences of those with protected characteristics.

B.2 Minutes from the Equality & Diversity Committee meetings are presented to the SLT. The annual report is presented to the LGB.

B.3 The setting of the Equality Objectives and any changes to the Equality & Diversity Policy are presented to the LGB for approval.

C Staff, Governors and Volunteers

C.1 The College believes that Equality and Diversity should permeate every aspect of College life, including the whole curriculum and academic coaching.

C.2 British Values are exemplified in College management, teaching and through general behaviours including through opportunities in the curriculum and encourage students to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

C.3 It is the responsibility of staff at all levels to work in agreed ways to close achievement gaps for students. It is the responsibility of leaders and managers to ensure that teams develop and implement plans which are consistent with the College's Equality Objectives.

C.4 The College will apply its Equality & Diversity Policy in all areas in the employment process including the recruitment of new staff. Copies of the policy are available to applicants for employment at the College and all advertising promotes the College's commitment. As a disability confident employer, all disabled candidates who meet the minimum criteria for a post will be offered an interview in order to encourage workplace diversity.

C.5 Staff are encouraged to discuss any equality and diversity concerns they have with their line manager or seek advice from the lead manager for equality and diversity. A Grievance Procedure is available to all staff, details of which are available from Human Resources.

D Students

D.1 The welfare of the student is paramount at all times. Staff and governors are committed to listening to and valuing each individual in its care. The College will continuously strive to create an environment which develops the resilience and critical awareness of students so that their vulnerability to emotional manipulation in all its forms is minimised.

D.2 The College ensures that through induction all students are aware of the College's policy and equality and diversity issues. It is committed to monitoring Equality and Diversity opportunities as part of the College's 'aspire' quality processes.

D.3 The College is committed to a learning culture which is open and dynamic, and positively encourages the exploration of controversy including providing opportunities to explore equality issues in lessons and group coaching, and through student groups and societies. The Prevent Duty which requires all staff to exemplify British values of democracy, the rule of law, individual liberty and mutual respect and tolerance align directly with this approach.

D.4 The College will seek to provide opportunities for students to celebrate diversity in lessons and through cross-College events and student groups and societies.

D.5 The College will proactively use student voice to understand and advance equality issues in the College.

D.6 Students are encouraged to speak to their Academic Coach or Senior Manager if they have any equality and diversity concerns. A Complaints Procedure is available to students, details of which are on the College's website.

E Training, Mentoring and Coaching

E.1 The College is committed to supporting and developing staff in accordance with the requirements of the Equality Act 2010 and to developing the expertise of staff in delivering effective and enjoyable teaching, learning and assessment for all. All new employees are introduced to the College's Equality & Diversity Policy and the 'aspire' learning culture during induction.

E.2 New employees, governors and volunteers who join the College during the academic year are required to complete an equality and diversity on-line assessment and, where necessary, meet with the Equality & Diversity Lead.