Equality, Diversity & Inclusion Strategy 2020-2023

Introduction

The purpose of Bournemouth and Poole College is to transform students' futures. Its mission is to champion lifelong learning to benefit individuals, the community and the economy. The College's approach to all aspects of its work is student-centred and underpinned by our core values:

- ➢ A passion for learning and success
- ➢ Supportive and caring.
- ➢ Respectful and considerate.
- ➢ A champion for equality through learning.
- ➢ Ambitious and tenacious.

The College identifies the following key messages as fundamental to the successful implementation of the principles of Equality, Diversity and Inclusion:

- The College is committed to inclusive learning and takes positive steps to promote equality of opportunity; to enable all people to participate in learning
- The College's publicity reflects the diversity and needs of the local community
- The College has fair and appropriate systems for the recruitment and selection of students and staff

General Duties

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

General Duty	College Response
a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.	➢ College staff complete mandatory training with regard to equality and diversity legislation and terminology, which is updated 3 yearly ➢ Deliberate discrimination of any type is dealt with as a priority to protect the victim, and may involve the use of staff or student disciplinary measures.

*This includes response to the Black Lives Matter Movement

	➢ Equality, diversity and inclusion is a key focus of staff development to enhance staff expertise ➢ Equality and diversity is included in our Scheme of Learning template, with examples to prompt all teaching staff to embed this in learning activities ➢ The EDI Strategy Group is well-established and reports directly to SLT; this group is representative and ensures that all aspects of EDI are discussed regularly with any issues being brought to the group for action.
b) Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it	➢ Staff recruitment and development are monitored for fairness. ➢ Anonymised recruiting in place to ensure fairness of appointments. ➢ The EDI Strategy Group play a key role in scrutinising outcomes amongst minority and identified groups. ➢ The college is committed to enabling all learners and staff to succeed and ensure equality of opportunity is maintained. ➢ Data is scrutinised at all levels to ensure that any emerging achievement gaps are addressed ➢ Higher-level learning is actively promoted, combined with the setting of aspirational but achievable targets to support progression to employment or further/higher education.
c) Foster good relations between people who share a relevant protected characteristic and those who do not share it	➢ The tutorial programme embeds quality, diversity and inclusion with weekly themes supported by personal development Tutors. ➢ The College work closely with volunteer organisations including Space Youth LGBTQ Project and are able to signpost students for support as required. ➢ The Student Union are a hugely positive presence who are responsible for building peer-led networks and relationships across the college.

Key Themes & Objectives

The EDI Strategy Group has identified the following three key themes and underpinning goals that form the basis of the EDI action plan for the academic period 2020-2023:

People

- ➢ To increase the representation of protected characteristics at all levels, including at Board*
- ➢ To reduce emerging achievement gaps
- ➢ To increase representation of non-traditional gender roles in specific curriculum areas

*This includes response to the Black Lives Matter Movement

<u>Curriculum</u>

- ➢ To develop the curriculum and ensure high-quality, inclusive content that inspires all students
- ➢ To increase the use of accessible teaching, learning and assessment practice
- ➢ To actively involve wider community groups in the development of our curriculum

<u>Environment</u>

- ➢ To continuously improve our college environment to ensure accessibility and parity for people of all protected characteristics

The College has adopted of the International Holocaust Remembrance Alliance (IHRA) working definition of Antisemitism:

"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

On a local level, the EDI strategy group will maintain a detailed EDI action plan.

Measuring Impact

The College is committed to maintaining and achieving a detailed set of long-term EDI goals that are backed up by short and medium-term actions. This structured approach drives transparency and continuous improvement around all aspects of the College's core business, with a particular focus on improving the experience and outcomes for both staff and students with protected characteristics.

Evidence will be collated from a range of sources including self-assessment reports, the annual E&D report and student and staff surveys; a variety of metrics will be used to assess the impact of the goals and the overall performance of the college's EDI work will be judged as part of the Leadership & Management judgment in the annual self-assessment report. Overall responsibility for the achievement of the EDI objectives sits with the senior leadership team and the corporation.

*This includes response to the Black Lives Matter Movement