

Equality, Diversity and Inclusion Policy



The purpose of this policy is to:

- To encourage effective promotion of equality and diversity across the curriculum
- To provide guidance on sensitively and appropriately supporting all students to achieve their full potential
- Provide a working and learning environment based on dignity and respect
- To inform compliance with the Equality Act 2010
-

Who does this policy apply to?

This policy applies to everyone who becomes or seeks to become a member of Bournemouth and Poole community, whether as a member of staff (permanent or temporary), applicants, students, contractors, Governors, volunteers or other stakeholders.

Policy Statement

We are committed to providing and promoting equal opportunities in employment and learning. Our aims are;

- Eliminate discrimination on the grounds of age, disability, gender, race, religion or belief, ethnic or national origin, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership or social class.
- Avoid unlawful discrimination
- Ensure that staff and students are protected from the threat of radicalisation
- Celebrate a diverse community of learning
- Ensure equality and diversity is effectively promoted across the curriculum

The College will

- Treat all employees and students with dignity and respect
- Seek to provide a positive working and learning environment free from discrimination, harassment or victimisation
- Celebrate and promote diversity

Why do we need this policy / background information?

To encourage best practice and comply with the Equality Act 2010.

This Equality and Diversity policy is based on the Equality Act 2010, which defines the protected characteristics as:

- Age
- Disability
- Gender
- Race

- Religion and Belief
- Sexual Orientation
- Gender Reassignment
- Pregnancy and Maternity
- Marriage & Civil Partnerships

Whilst all nine characteristics apply in the employment duties of the Act, the characteristic of marriage and civil partnerships is not included in the education duties of the Act. It is unlawful to either directly or indirectly discriminate against a person on these grounds.

Roles and responsibilities

The Senior Leadership Team (SLT)

- Awareness of the Colleges statutory duties in relation to equality and diversity legislation
- Ensure all policies, procedures are equality impact assessed
- Develop procedures for challenging all forms of discrimination, harassment, victimisation and unacceptable behaviour are widely promoted
- Ensure The Equality, Diversity and Inclusion Group effectively carries out its responsibilities
- Promote a positive, inclusive ethos is created encouraging feedback
- Ensure members of staff understand the significance of equality and diversity and know how to incorporate them into their work
- Progress is made on the E&D Action Plan and Governors are informed and advised
- Ensure effective reporting to relevant audiences
- Ensure all HR policies, processes and procedures comply with equality and diversity requirements
- Role model and champion appropriate behaviours.

Managers and Staff

- Awareness of the College's statutory duties and policies and procedures are implemented with regard to equality and diversity issues
- Challenge inappropriate behaviour by students, staff, partner contractors, work placement providers and other contractors
- Deliver student induction programmes and tutorial programmes which reflect the College's commitment to promote equality of opportunity
- Ensure curriculum activities actively embed equality and diversity issues
- Ensure staff induction, continuous professional development and performance management reflect the College's commitment to equality of opportunity
- Participate in and promote appropriate equality and diversity training.
- Provide teaching, learning and assessment methods, support and resources that meet the individual needs of students
- Uphold and engage with the College policy on equality and diversity

Equality and Diversity, and Inclusion Group members

- Ensure equality and diversity objectives and the action plan are implemented

- Encourage effective impact assessment of all policies and procedures
- Monitor the student and staff experience and learning environment to ensure effective promotion of equality and diversity
- Monitor the equality and diversity action plan and reporting to relevant audiences

Links to College values and other College policies

Equality, diversity and inclusion are part of the College values;

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

We are also committed to embedding and promoting the Government's fundamental British Values within our daily College life:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

Equality and diversity are embedded in all that we do, and links to all College policies and processed

Who needs to understand this policy and how will they know about it?

The following training and awareness will be put in place:

Who?	How?
Students, parents, carers and employers	Policy available on the college website
College managers	Include in SLT team brief
All teaching staff	Policy available on the college website and mybpc, shared via SLT team brief
Business Support staff who interact with students	Policy available on the college website and mybpc, shared via SLT team brief

Policy approved by: SLT

Date: **October 2019**

Bournemouth and Poole College
Date September 2018
Function Equal Opportunities

This policy has been examined for equality impact, i.e. the impact that this policy will have on different groups of current or potential learners, service users and staff taking into account the protected characteristics of the Equality Act 2010 (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation).

1. If equality impact analysis is not relevant to this function, give reasons and proceed to section 5 below.

2. In what ways could this function have a negative impact on any of the groups above? What actions have been taken to eliminate these?

This policy could have an impact on persons with sight impairment or additional needs in terms of access.

3. In what ways could this function have a positive impact on any of the groups above? How will this function be used to eliminate discrimination, advance equality of opportunity and foster good relations between different groups? Are there plans for the future which will further advance equality?

This policy will enable an inclusive and non-discriminatory working and learning environment for students and staff

4. What evidence supports your judgements? E.g. Consultations, observations, expert opinions, quantitative or qualitative surveys? If the evidence is in the form of an additional document, where is it stored?

A focus group is used to develop the policy and this is then ratified by the Policy Review Group, SLT and CLG

5. Name and job title of manager responsible

Director of Quality