



# **Equality, Diversity and Inclusion Policy**

# Culture

## 1 Introduction

Brockenhurst College is committed to improving equality, eliminating all forms of discrimination, proactively promoting equality and creating an inclusive environment for all who learn and work in our organisation. This commitment is embedded within the Vision, Core Purpose and Key Priorities of the College.

Brockenhurst College aims to be recognised as a leader of equality, diversity and inclusion in its work and held as an example of good practice. The policy will set out the framework which will promote equality and inclusion whilst preventing discrimination against our college community. We respect and celebrate the diversity of our provision, students, staff, governors and visitors. As a college we seek to eliminate direct discrimination, indirect discrimination, victimisation and harassment.

Overall responsibility for this process will lie with the Vice Principal, Curriculum and Quality who will work with the rest of the Senior Management Team to update policies, and meet with the Safeguarding, Equality and Diversity Strategic Committee. Matters pertaining to staff will be overseen by the HR representative on the Safeguarding, Equality and Diversity Committee.

This document describes how the College will fulfil its duties to promote equality of opportunity and avoid discrimination in relation to the Equality Act 2010 and the public sector equality duty it describes. It places the promotion of equality and diversity at the centre of our work, both as a provider of education, training and homestay accommodation, and in our action as an employer.

Brockenhurst College is committed to equality and prides itself on its reputation of inclusion for staff and learners. Brockenhurst College's mission is "to help people make the most of their lives through learning" and as such we aim to ensure that learners, their parents/guardians/carers, staff, visitors, corporation members and suppliers are treated with dignity, respect and equity, regardless of their individual protected characteristics namely age, disability, gender re-assignment, marriage and civil partnerships, pregnancy and maternity, race, religious or belief, sex and sexual orientation.

As a College we aim to create a culture of inclusion and to challenge discrimination in order to remove barriers to ensure everyone achieves their potential, as such we are committed to providing the highest quality education and training for all. The diversity of its membership enriches that learners' experience and creates a welcoming environment for all.

This policy is underpinned by our commitment to an inclusive educational environment through:

- Acknowledging and celebrating diversity
- Respect for others
- Promotion of British Values
- Compliance with legislation
- Support for learners to develop their full potential
- Actively challenging stereotypes, prejudiced attitudes and discriminatory behaviour
- Zero tolerance of bullying, harassment, victimisation and discrimination
- Support for the college community to develop moral, cultural and self-awareness
- Neutral language concerning protected characteristics
- Accountability of College members for compliance with this policy

Both staff and learners each have a "Code of Conduct" to which they are expected to adhere. These "Codes" explain about behaving and communicating in a respectful way to all.

## 2 Scope

This policy and associated policies and schemes are applicable to all staff, governors, applicants, students, customers, employers, volunteers, homestay/host families, workers supplied by agencies, contractors, support workers, teaching assistants and any other procured bodies.

The purpose of this policy is to make clear the College's position on equality and diversity and establish key principles, structures and monitoring arrangements.

All identified within scope are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress this policy will not be tolerated and will be dealt with in line with the College's Disciplinary Policy (staff) and the Disciplinary Policy (learners) or relevant College procedure.

### 3 The Legislation

The Equality Act 2010 forms the basis of this policy which defines protected characteristics as:

- age
- disability
- gender
- race
- religion and belief
- sex and sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage and civil partnership

The main aims of the 2010 Act are to provide protection of the Protected Characteristics from the following prohibited conduct:

- Direct discrimination
- Indirect discrimination
- Victimisation, and
- Harassment

The policy is intended to meet our general and specific duties under the Equality Act 2010. The general duty, which applies to all functions of the organisation, requires the College to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share protected characteristics and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

### 4 Implementation

#### Setting Targets

The College will set annual targets with clear milestones in an action plan for implementing and monitoring Equality and Diversity progress. The annual actions plans will be considered and endorsed by the governing body. The impact of our Equality and Diversity Initiatives will be monitored through measures such as:

- Observation of teaching and learning
- Feedback from learners and staff by means of surveys and other measures of attitudes and options
- Analysis of complaints and disciplinary incidents
- Inspection by Ofsted and other quality assurance bodies
- Collecting and analysis of retention, pass rates, achievement and progress
- Analysis of recruitment and selection monitoring forms

The Governors

The Governors are responsible for reviewing and overseeing the implementation of the Equality and Diversity policy and ensuring that it complies with current statutory requirements. The Governors have responsibility for ensuring that Brockenhurst College complies with the requirements of the Equality Act including the specific duties to publish diversity data as well as the general public sector duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share protected characteristics and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

#### The College

The College is responsible for achieving the highest standards in teaching and learning and central to this is the need to be accessible and inclusive. Learning resources will be free from all prejudiced assumptions, images and language and activity promote diversity. We will develop inclusive and personalised study programmes to meet the needs of individual learners within the resources that the College can deploy, to help them reach their full potential. We will take steps to develop staff in the best teaching, learning and assessing practice and ensure that their best practice is promoted and shared.

The College is responsible for ensuring that all employment policies and practices reflect the principles of equality. Breaches of the Equality, Diversity and Inclusion policy may be regarded as misconduct leading to disciplinary proceedings. The College is committed to:

- Creating an environment in which individual differences and the contribution of our staff are recognised and valued
- A working environment that promotes dignity, fairness and respect to all
- Intolerance of all forms of intimidation, bullying or harassment
- Making training, development and progression opportunities available equitably
- Regular review of our employment practices and procedures to ensure fairness
- Understanding equality in the workplace is good management practice and makes sound business sense

#### All staff

It is the responsibility of the whole institution of Brockenhurst College to ensure that Equality, Diversity and Inclusion is at the heart of everything we do. Staff have a responsibility to:

- Fulfil our public sector duty to advance Equality, Diversity and Inclusion
- Challenge discriminatory incidents and reporting those of an equality nature through our procedures
- Keep up-to-date with legislation and participate in training and learning opportunities including mandatory training offered by the College
- Reflect the values, principles and standards described in this policy in all our College activities