Barton Peveril Sixth Form College

EQUALITY, DIVERSITY AND INCLUSION POLICY

Updated by	Vice Principal for Student Progress
Approved by	Corporation
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Equality, Diversity and Inclusion Policy January 2024

approved by Corporation

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1: Overview

Key Documents

There are five key documents that support the College's commitment to and development of Equality and Diversity.

1. *The Equality, Diversity and Inclusion Policy*

   The purpose of the policy document is to provide the overarching aims of the College in celebrating diversity and ensuring equity for all. This is set in the current legislative framework and is reviewed every three years by the corporation.

2. *Annual Self Assessment Report and associated Action Plan*

   The purpose of the College's own annual self assessment report is to review all aspects of College provision including equality and diversity activity and outcomes over the previous year. This report is primarily for the benefit of the College to enable it to develop and improve aspects of its equality and diversity activity. The College's action plan is formulated following annual self assessment and includes the actions the College needs to take in the area of equality and diversity.

3. *Equality and Diversity Key Priorities and Objectives*

   In line with the requirements of the Equality Act 2010 we publish, three-yearly, our Equality and Diversity Key Priorities and Objectives. These are also reviewed annually in January following the Self Assessment process.

4. Equality and Diversity Information

   In line with the requirements of the Equality Act 2010, we publish on the website, annually, equality and diversity information about our staff and student bodies.

5. *The Annual Equality and Diversity Report*

   This report, authored by the ED&I Improvement Coordinator, is shared with College Governors in January of the academic cycle and informs them of the activities of the ED&I Committee during the course of the academic year.

Our Aims

Barton Peveril College is fully committed to equality and diversity. The College actively seeks to monitor, advance and encourage the active participation of all individuals and groups. It fully meets its commitments to equality and diversity legislation and strives to uphold the spirit as well as the letter of the law, celebrating the enrichment brought to the workforce and student population by differences in individuals and groups.

We aim to:

- positively celebrate and advance diversity and equal opportunities for all our students and staff and governors, either current or prospective, and promote fundamental British values.

- provide an environment where everyone is treated equally and as individuals regardless of colour, race, nationality, ethnic or national origin, religion or belief, political belief, social or economic class, marital or parental status, gender, sexual orientation, age, disability or any other perceived difference.

- inspire all our staff and students to help create an environment where everyone feels welcome and confident that they will be treated fairly, that they will be valued as an individual and that their views and opinions will be encouraged.

- Within the framework of existing legislation, wherever practicable, achieve and maintain a governing body, staff and student body, which reflects the local community in which it operates.

Compliance with the Equality Act 2010

We will act in accordance with the Equality Act 2010 by:

General Duties

Having due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making within the organisation. This means that consideration of equality issues must influence our decisions reached – such as in how we act as an employer; how we develop, evaluate and review policy; how we design, deliver and evaluate services, and how we commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics;
- meet the needs of people with protected characteristics; and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.
- Train staff and students in Equity, Equality, Diversity & Inclusivity. (This is accomplished through INSET, departmental training, & tutor programme information)

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic – such as providing computer training to older people to help them access information and services.

Specific Duties

- publishing information to demonstrate our compliance with the Equality Duty, at least annually; and
- setting equality objectives (at least one), at least every three years

Protected Characteristics

The nine protected characteristics covered by the Equality Duty are:

- age
- disability
- gender reassignment
- marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality

- religion or belief – this includes lack of belief
- sex
- sexual orientation

The Other Four

Ofsted will also consider the following categories when considering how effectively the College manages its duties under the Equality Act 2010:

- Socio-economic deprivation
- Young carers
- Ex-offenders
- Care experienced

Publishing information

It is up to each public body to decide for itself what information it publishes to show its compliance with the Equality Duty. This will vary greatly, depending on the size of the body; the range of functions it performs; and the extent to which those functions could affect equality. There is no prescribed format.

2: Roles and Responsibilities

Commitment to Implementation

The Corporation, supported by the Principal and staff, is committed to ensuring that this scheme effectively enables the College to fulfil its obligations with regard to equality and diversity activity.

The Corporation and senior leadership team will monitor the College's equality and diversity activity through the annual self-assessment and action planning process. On completion of the self assessment process, the ED&I Key Priorities and Objectives will also be reviewed.

The College recognises that all members of the College – teaching staff, students, support staff, governors, etc – are affected by and need to engage with the principles and activity related to equality and diversity.

All members of staff are responsible for delivering the scheme.

Individual Responsibilities

The Corporation is responsible for ensuring that:

- The membership of the Corporation reflects the diversity of the community served by the College
- The College's strategic plan includes a commitment to Equality and Diversity.
- Equality and Diversity training features as part of the College's Staff Development Plan.
- Members are aware of the Corporation's statutory responsibilities in relation to Equality and Diversity legislation as an employer and service provider
- They receive and respond to the Equality and Diversity group monitoring information on learners and staff.

The Principal and Senior Leadership Team are responsible for:

- Taking the lead in creating a positive, inclusive ethos
- Challenging inappropriate behaviour on the part of all College committees and policies, governance and management, employees, students, and any other areas over which it has influence, such as contracted services
- The Vice Principal Students and Progress has overall responsibility for managing the equality and diversity and the fundamental British values activity of the College
- The Deputy Principal and Vice Principals each have some responsibility linked to the nature of their individual job description. For their area of work each is responsible for the setting and monitoring of policies that have a bearing on equality and diversity issues, as indicated below:
    - The Deputy Principal is responsible for equality and diversity within the curriculum and for learner achievement. They are also responsible for Personnel (including fair recruitment processes and a fair staff disciplinary policy)
    - The Vice Principal Quality and Teacher Development is responsible for special educational needs and learning difficulties and disabilities and for monitoring equality and diversity outcomes.
    - The Vice Principal Students and Progress is responsible for equality and diversity within the tutorial system, for managing an effective and fair process for dealing with behavioural issues and exclusions and for ensuring the progress and outcomes of 'The Other Four' categories of students are monitored.
    - The Vice Principal (Finance and Resources) is responsible for the accessibility of the College site.

All managers are responsible for ensuring that:

- They provide leadership and guidance to their teams in matters relating to equality and diversity and fundamental British values, in particular in relation to

the three general duties of eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations
- They are aware of the College's statutory duties in relation to equality and diversity legislation
- All aspects of College policy and activity are sensitive to equality and diversity issues
- Agreed equality and diversity monitoring information is collected and analysed
- The procedures for the recruitment and promotion of staff demonstrate best practice in equal opportunities
- Appropriate training and development is provided to support the appreciation and understanding of diversity.
- Teaching observation reports include criteria on equality and diversity issues where appropriate
- Internal verification procedures include scrutiny of diverse groups
- Curriculum teams assess performance in relation to equality and diversity issues and take action as appropriate
- The College's publicity materials present appropriate and positive messages about minority groups
- Students' induction programmes and tutorial programmes reflect the College's commitment to advance equality of opportunity, celebrate diversity and promote fundamental British values
- Training is provided to teams to promote Equity, Equality, Diversity & Inclusivity across the college

The Equality, Diversity & Inclusivity Coordinator is responsible for:

- Taking the lead in developing equality and diversity and fundamental British values activity across the student body, including ways in which to advance and celebrate diversity and ensure equity for all
- Providing guidance and encouragement to students
- Coordinating the Clubs and Societies student-led groups
- Coordinating events relating to EDI to promote Equity across the college
- Providing advice and feedback to the Senior Leadership Team
- Regularly assessing the College's progress towards achieving the actions set out in the annual action plan and the work of the Clubs and Societies, (student led)
- Reviewing the development, implementation and evaluation of this policy and of the self-assessment process
- Monitoring the data on student composition, curriculum outcomes, student surveys, etc
- Managing and promoting the prayer room, ensuring the room is suited for student needs

The role also comprises ED&I Committee Leader, responsible for:

- Convening and chairing meetings of the Equality and Diversity Committee
- Providing guidance and encouragement to the staff
- Taking the lead in developing equality and diversity and fundamental British values activity across the committee, including ways in which to advance and celebrate diversity and ensure equal opportunities for all
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- Providing support for the committee
- Providing advice and feedback to the Senior Leadership Team
- Reviewing the development, implementation and evaluation of this policy and of the self-assessment process
- Delegating the creation, production and delivery of tutorial material
- Providing support for the EDI team in making tutor content.
- Coordinating Teaching and Learning takeovers, and supporting EDI staff and curriculum areas in promoting EDI within all subjects across the college

The Learning Support Director is responsible for:

- Annually compiling, updating, implementing and publishing the Accessibility Plan

Staff are responsible for ensuring that:

- They are aware of the College's statutory duties in relation to equality and diversity legislation
- Their schemes of learning, lesson content and teaching resources embed issues of equality and diversity, advance opportunities for inclusion, celebrate diversity and promote fundamental British values
- They deliver tutorial material in a sensitive manner and encourage discussion between learners.
- They challenge inappropriate behaviour by learners, work placement providers, outside contractors or other members of staff.
- They confront prejudice whether deliberate or unwitting, whenever it occurs
- They report any unacceptable behaviour to their line manager or other senior leader who will ensure that it is dealt with according to the College’s policies on bullying, misconduct or disciplinary incidents as appropriate.
- They pass on any student disclosure to the relevant Student Progress Adviser
- They stand up against discrimination amongst staff and students to promote equity for all.
- Disciplinary interventions are guided by trauma-informed practices and approaches

Students are responsible for ensuring that:

- They are aware of the College's statutory duties in relation to equality and diversity legislation
- They embrace the spirit of this policy and behave accordingly
- They challenge unacceptable behaviour in their peers and adults and confront prejudice whether deliberate or unwitting, whenever it occurs.
- They report any unacceptable behaviour to their tutor, Student Progress Advisor or another trusted member of staff who will see that it is dealt with according to the College's policies on bullying, misconduct, grievance or disciplinary incidents as appropriate.

3: How we advance Equality and Diversity and promote fundamental British values at Barton Peveril

We will celebrate and advance fundamental British values, diversity and equal opportunities through:

- Curriculum departments – embedded in schemes of learning, display of appropriate examples and work. Teachers are responsible for continually reflecting on and improving their curriculum to ensure it promotes equity
- Specific Equality and Diversity and fundamental British values issues covered in tutor groups, whole College events and health and wellbeing activities
- –Student-led activities and events
- Marketing and promotional material and events – open evenings, visits to schools, the prospectus, the College website
- Processes for recruiting staff and students
- Staff training to raise awareness of Equality and Diversity and the part every member of staff plays in advancing equality and diversity and promoting fundamental British values
- Ensuring that the behaviour of all staff and students is respectful and promotes equity within the college
- Ensuring that the disciplinary system, (including the red button) is non-discriminatory and any discipline given reflects equity, Barton's values and fundamental British values.

We will provide an environment where everyone is treated equally and valued as an individual, where everyone feels welcome and confident that they will be treated fairly and where their views and opinions will be encouraged by:

- Actively promoting the benefits of diversity and equal opportunities

- Ensuring all relevant policies and strategy documents positively address equality and diversity issues and enable individual needs to be recognised and met and that equality and diversity is always considered when policies and strategy documents are introduced or updated
- Providing opportunities for the positive advancement of diversity and promotion of fundamental British values
- Confronting behaviour that runs contrary to the aims of this policy
- Dealing quickly and decisively against instances of discrimination, harassment and victimisation
- Ensuring equality and diversity issues are considered and planned for when College trips are being organised or students go on work experience (*from Disability Equality Scheme)*
- Ensuring equality and diversity issues are considered and planned for when the College is open to the public, such as at Open Evenings (*from Disability Equality Scheme)*
- Making reasonable adjustments to ensure that disabled students can participate in the curriculum and access College facilities, services and information, and having a College Accessibility Plan which will be updated annually and published on the College website.

We will have a governing body, staff and student body, which reflect the local community in which we operate by:

- Ensuring that the relevant policies for recruitment and enrolment do not discriminate against anyone applying for a place or position at the College on the grounds of any protected characteristic or any other perceived difference.
- Actively seeking to redress imbalances where this is appropriate and possible

We will support the development of equality and diversity and fundamental British values by providing suitable and regular training to governors and staff.

Equality and diversity activity will be reviewed annually through the College self-assessment process. An annual action plan will focus work on the outcomes of both the self-assessment process and review of the College's Equality Objectives and provide concrete strategies for further development in this area.

Equality and diversity will always be considered when policy documents are reviewed to ensure that any adverse impact of their application is eliminated or reduced as appropriate.

Publication and information

- The College's commitment to equality and diversity is highlighted in our prospectus and on our website
- This Equality and Diversity Policy will be published on the College's intranet and website
- The College's Equality Information, which includes data on the composition of the staff and student populations, will be published on the College website site
- Staff and students will be made aware of their responsibilities regarding equality and diversity at induction sessions
- Others, such as parents or work experience providers, will be provided with a copy of this policy as appropriate
- All staff and students will be made aware of the actions to take and procedures to follow in the event of them being the victim of real or perceived discrimination, harassment or victimisation

4: Links with other College policies

The College does not tolerate bullying, harassment or discrimination in any form towards staff or students.

The:

- *Anti Harassment and Bullying Policy and Procedure* (Staff); and/or
- *Anti Bullying Policy* (Students)

will be applied in any reported cases of such behaviour.

The:

- *Staff Disciplinary Policy and Procedures;* and/or
- *Student Disciplinary Policy and Procedures*

will also be used where appropriate.

- The College is fully compliant with SEND legislation and guidance, and aims to ensure that all students, regardless of disability or difference, have an equal chance of academic success. The *Learning Support Policy* applies.
  In addition, we also publish an annual Accessibility Plan, a **Learning Support Plan** (which is written annually and assesses the needs of current students), and

the **Health & Safety Committee** annually assesses, amongst other things, the accessibility of each area of the college.

- The College is committed to safeguarding young people. The *Child Protection and Safeguarding Policy and Procedures* apply.

- The College ensures that recruitment and enrolment policies and procedures do not discriminate against anyone applying for a place or position at the College.

The following policies apply:

- *Student Admissions Policy;*
- *Flexible Working Policy;*
- *Employment of ex-Offenders;*
- *Paternity Leave Policy and Procedure;*
- *Redundancy Procedure;*
- *Shared Parental Leave;* and
- *Appointments Procedure.*

The College acknowledges that sometimes things go wrong.

The:

- *Complaints Policy and Procedure*;
- *Grievance Procedure*; and
- *Whistleblowing Policy*

set out how staff, students, parents or other members of the community can raise their concerns.

5: Approval and Review

This policy will be approved by the Corporation of the Governors in March 2024. It is reviewed every 3 years.