

Policy/Procedure Name: Equity, Diversity and Inclusion Policy

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Role Responsible: Executive Team

Approved By: SLT

Policy Version Control & Worksheet

Please ensure you complete the below table once you have checked this policy, to log acknowledgement of the sign off process.

Equity, Diversity and Inclusion Committee Members:

- Adam Herriott
- Christine Ricketts
- Donna Wall
- Jamie Chantry
- Jesse Adekoya
- Jessica Fordyce
- Joe Sheehan
- Lorne Richardson Meisha Harding
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Name	Date	Comments Made (Y/N)
Lorne Richardson	18/06/2024	No
Christine Ricketts	18/06/2024	Yes
Allan Tyrer	20/06/2024	No
Sarah Clancey	20/06/2024	No

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Version 2.0	July 2019
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1.0 Introduction

Brooklands College vision is to be an inclusive centre for lifelong learning and to equip our learners with the skills and values that they will need for their careers. We care, we are compassionate, and we foster a safe and supportive environment where everyone can flourish.

2.0 College Values

The College Values underpin the strategic plan and with the accountability statement, demonstrate how together, we model our behaviours in the college community.

College Values

- We Champion
- We Care
- We Inspire
- We Collaborate

Vision: An inclusive inspirational centre for lifelong learning.

Mission: Develop a skilled workforce within an inclusive inspirational environment, to help build our community for the future.



3.0 Scope of this policy

This policy states how Brooklands College will promote equality and fairness in all its work. It sets out how the college will work to value diversity, eliminate discrimination and promote good relations between people of different groups and, in so doing, address the provisions of the Equality Act 2010 and subsequent updates. It outlines the responsibilities of staff, learners, carers, volunteers, contractors, agency workers and visitors to the college in promoting the policy and challenging discriminatory behaviour. It also articulates the way in which the college will support and celebrate differences in learners to ensure that they fulfil their potential.

The policy should be read with other relevant college policies, in particular the college's Learner Performance and Conduct, Safeguarding Policy, Dignity at Work, Anti-Bullying and Harassment

and Recruitment and Selection Policy.

4.0 Equity and Diversity Policy Statement

The Equality Act 2010 superseded a range of previous legislation and outlines nine protected characteristics, against which discrimination and harassment are prohibited:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Education and training is a right for all and Brooklands College is inclusive and regards all of its existing and potential learners, staff and stakeholders, as being of equal value. The college's staff and governors aim to provide a secure and safe atmosphere and to remove barriers to achievement, ensuring equal access and equal opportunities for all, irrespective of disability, gender, ethnicity, religion, language, social class, special educational needs or disabilities, sexual orientation or age. In this respect, all learners, staff and stakeholders should be treated with equal dignity and respect in relation to the curriculum, services, employment or any other aspect of college life.

Brooklands College aims to present a positive image which is inclusive and welcoming to all and to ensure that its policy and ethos is published widely.

5.0 Responsibility for Equity, Diversity & Inclusion

In accordance with the Equality Act 2010 to prevent and eliminate discrimination, harassment victimisation or any other conduct prohibited under the Act;

Advance equality of opportunity, encourage and foster good relations between persons who share a relevant protected characteristic and those who do not share it.

All staff have a responsibility to:

- Listen to what others have to say and respect their point of view.
- Understand that it is unlawful to discriminate on the grounds of the protected characteristics.
- Speak out against and report any bullying, vindictiveness, verbal or physical aggression.
- Question their own prejudices and assumptions.
- Avoid using language and behaviour which might offend others.
- Familiarise themselves with their responsibilities under the Equality Act 2010 and this policy.
- Be sensitive to issues of cultural diversity in their work.
- Uphold the college values and the key principles set out in this policy and understand the College's expectations.
- Access training and keep fully informed on equality, diversity and inclusion. Staff will be expected not to subject any student, colleague or stakeholder to discrimination or less

favourable treatment.

Learners are responsible for their behaviour and conduct and must abide by the College Code of Conduct, Anti-bullying & Harassment, and Equality and Diversity Policy.

All learners undertake a learner induction. The induction programme educates learners to understand discrimination, bullying and harassment and the inclusive nature of our college community.

The Corporation is responsible for approval of this policy, monitoring its implementation and appraising progress against the equality objectives ensuring recruitment and selection procedures are in line with this policy.

All staff have responsibility for:

- The implementation and operation of this policy.
- Approving the actions in the College Quality Improvement Plan.
- Line managers have accountability for assigning specific responsibilities to staff for the implementation, monitoring and evaluation of policies, targets, actions and outcomes;
- Working with partner organisations in the field of diversity, inclusion and equalities to enhance equality of opportunity;
- Ensuring that quality assurance and self-assessment processes incorporate equality issues;
- Consulting with learners, staff, employers, parents and other partners within the community on the promotion of equality and diversity.

The People Team have a responsibility to:

- Report on the diversity of the workforce and develop procedures and tools to assist managers tackle workplace discrimination
- Ensure that appropriate support channels are available to staff who experience workplace discrimination
- Provide a consistent and up to date programme of training and guidance on issues relating to equality, diversity and inclusion
- Equip managers with the right skills to be able to proactively manage disciplinary and grievance processes that arise from complaints of discrimination
- Ensure that all adverts and job descriptions outline the College's commitment to equality and diversity

The Equity, Diversity & Inclusion Committee will:

- Work to ensure that the College meets and goes above and beyond its legal responsibilities to promote EDI actively, and identify and address any barriers to participation and success that students and staff might experience because of their protected characteristics or other characteristics, such as socio-economic background.
- Agree the Brooklands College EDI policy, Charter and a set of broad EDI objectives. Monitor the implementation of policy and recommend actions to the Executive Team.

- Develop and monitor an action plan to address any barriers to achieving the College's EDI policy, Charter and objectives and to promote EDI through its curricular, extra-curricular and staff development and wellbeing activities.
- Review college performance at least through analysis of student and staff data, to assess the impact of our EDI actions, and any further areas that need to be addressed
- Review legal duties regarding the protected characteristics to ensure compliance with relevant legislation.
- Advise on Staff development and training activity that will support staff at all levels of the organisation in the delivery of equality and diversity objectives;

All managers are responsible for ensuring that their staff understand equal opportunity and diversity issues and how to report any perceived discrimination or inequality of opportunity. They must also apportion development opportunities for their staff on a fair, objective basis, based on the needs of both individuals and the college. In addition, they are responsible for ensuring that part-time and sessional staff are not disadvantaged in any way and that complaints of discrimination or offensive behaviour are dealt with promptly.

All staff are responsible for addressing any equality issues in a timely manner, and have a responsibility not to walk on by.

External stakeholders must comply with the expectations of the college community.

Appropriate action will be taken against anybody who does not comply with the requirements of this policy.

6.0 Complaints under the Equality and Diversity policy

Any individual who is experiencing discrimination, harassment or bullying should raise the issue under the college's procedures on harassment and bullying. Other complaints concerning unfair treatment within the scope of this policy should be raised under the learner Complaints or Anti-bullying Procedures or the Staff Grievance Procedure.

Useful Links

Descriptions provided by the Equality and Human Rights Commission

<https://www.equalityhumanrights.com/en/equality-act>

Equality Act

<https://www.legislation.gov.uk/ukpga/2010/15/contents>