



# Equality & Diversity POLICY

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| Audience:                 | Staff and Governors |

Please contact the Quality Department or Advice & Guidance if you would like this policy to be made available in an alternative format

## Equality and Diversity Policy

### 1.0 Policy Statement

- 1.1 The purpose of this policy is to establish key principles, structures and monitoring arrangements for the college. The guidance will be applicable to all employees and students in the college, governors, contractors, business partners, volunteers and visitors.

At Nescot, we are committed to advancing equality of opportunity, respecting and celebrating difference, eliminating discrimination, harassment and victimisation and fostering good relations between all who work, learn or use our services. We aim to continue to improve a working and learning environment in which all people have the opportunity to participate fully, give of their best and achieve their full potential in a climate free from discrimination or harassment. We recognise that all have a right to equality of opportunity irrespective of race, disability, gender, gender reassignment, age, nationality, sexual orientation, religion or belief, marital or civil partnership status, or socio-economic status, background or class.

- 1.2 The College will also ensure that through this policy it meets its public sector equality duty to:

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

- 1.3 Equality and diversity are central to all that we do, and fundamental to our mission and values:

**The College's Mission is:**

*"To inspire our students to be the best that they can be"*

**The College's Values are:**

- We put students' success and wellbeing at the heart of everything we do;
- We have high expectations and aim for excellence;
- We are collaborative, striving to positively engage our students, staff and partners;
- We are committed to sharing good practice, entrepreneurship and innovation;
- We celebrate diversity and challenge bigotry;
- We are ethical and inclusive

- 1.4 From induction to completion of their course we want everyone to feel valued, respected and included in the college community and to achieve their full potential. We are a diverse college that respects differences in race, disability, gender, gender reassignment, age, sexual

orientation, faith, background or personal circumstance. All forms of prejudice and discrimination are unacceptable and will not be tolerated at the college.

## **2.0 Scope**

- 2.1 The scope of this policy will be all procedures and processes of the College relating to the legal observation and promotion of equality and diversity.
- 2.2 This Policy applies to all students, staff, governors, clients and partners with whom we work to deliver services.

### **For Employment:**

- ✓ Staff Profile
- ✓ Grievance
- ✓ Disciplinary
- ✓ Complaints
- ✓ Turnover
- ✓ Promotion
- ✓ Access to and satisfaction with staff development opportunities and how the environment caters for our diverse population

### **For students:**

- ✓ Recruitment, retention, achievement and success
- ✓ Attendance
- ✓ Withdrawals
- ✓ Student satisfaction
- ✓ Complaints
- ✓ Disciplinary

- 2.3 Outcomes from analysis of the above information will where relevant inform self assessment processes and college improvement plans. Regular reports assessing our progress in meeting our commitment and improving practice will be submitted to senior managers and governors together with equality improvement targets. We will ensure relevant policies are in place to tackle any issues.
- 2.4 Policies and procedures linked to this policy include Staff Disciplinary, Student Disciplinary, Harassment and bullying polices (staff and students), Code of Conduct, Safeguarding Policy, Recruitment and Selection, FE Student Financial Support, Admissions, Tutorial Policy, Complaints policy and procedures and Students learning support procedures.

### **3.0 Commitment**

#### **3.1 Commitment to staff**

##### **We will**

- Strive to employ a diverse workforce which reflects the local community and the student population
- Make clear our expectations and commitments to equality and diversity during the recruitment and selection process and again during induction
- Provide ongoing continuous professional development in equality and diversity, to equip staff to recognise and embed diversity and to challenge any form of discrimination
- Provide reasonable adjustments for staff who are or who become disabled
- Embed equality and diversity through workforce practice, for example providing good customer care, embedding equality and diversity in teaching and learning and providing a high quality service for all
- Take advantage of national and regional programmes and initiatives
- Continue to analyse gender pay gaps to address any disparities

#### **3.2 Commitment to Students**

##### **We will**

- Make clear our expectations and commitments to equality and diversity in our marketing materials and events, during the student admissions process and again during induction
- Celebrate equality and diversity for example via college posters, tutorial activities and college-wide celebratory events
- Strive to provide an inclusive teaching and learning environment which takes account of individual need and cultural backgrounds
- Work towards embedding equality and diversity within curriculum planning and teaching and learning
- Provide additional learning support (ALS) tailored to individual needs for students who require ALS to support their learning and progression in line with current funding streams.

### 3.3 Commitment to Service Users

#### We will

1. Ensure our services are accessible
2. Provide clear and meaningful information about our services
3. Monitor take up and satisfaction with our service to ensure people who use our services and facilities are able to participate in activities and do not experience discrimination.

#### 4. Definitions of discrimination

The Equality Act 2010 introduces the term ‘protected characteristic’ to refer to aspects of a person’s identity explicitly protected from unlawful discrimination. Nine are identified:

- Race
- Disability
- Gender
- Age
- Sexual Orientation
- Religion and belief
- Gender reassignment
- Pregnancy/maternity
- Marriage/civil partnership

We recognise, however, that other aspects of a person’s identity, background or circumstance can cause them to experience discrimination, for example a person’s socio-economic status, class or background. We are committed to advancing equality and eliminating discrimination on these grounds.

The Equality Act 2010 recognises the following types of discrimination

- Direct discrimination, including associative and perception discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Discrimination arising from a disability
- Failure to make reasonable adjustments

#### 5. Tackling Discrimination

#### We will

- Actively challenge and tackle all forms of prejudice, discrimination and stereotypical attitudes

- Deal with all allegations of discrimination, harassment and victimisation sensitively and we will investigate fairly and thoroughly
- Treat any form of discrimination, harassment or victimisation carried out by an individual as a matter for disciplinary action

## 6. General

6.1 It is our intention to ensure that no person is subject to unfair treatment in any way and we recognise our responsibilities and legal obligations and this policy will be implemented in accordance with all existing and emerging legislation.

6.2 The purpose of this policy is to establish clear College guidance regarding equality and to establish key principles, structures and monitoring arrangements for the College. The guidance will be applicable to all employees and students in the college, governors, contractors, business partners, volunteers and visitors.

6.3 The policy will be publicised as widely as possible to include staff, students, governors, business partners and the community and will be available in a variety of formats on request.

6.4 The Equality and Diversity Task Group will ensure that effective systems to monitor and evaluate equality and diversity practice are in place by:

- Setting and monitoring equality and diversity performance indicators
- Monitoring and analysing data on student applications, enrolment, retention and achievement in terms of age, ethnicity, gender and disability with a view to comparing trends and highlighting and improving or narrowing the gap of any imbalances identified.
- Monitoring and analysing student progression and destinations in terms of age, ethnicity, gender and disability, including progression within the College, progression into other educational institutions and, where possible, progression to employment.
- Monitoring and analysing staff recruitment, grievance and disciplinary, staff progression and gender pay gap in terms of age, gender, and disability.
- Monitoring and analysing the take-up of staff training and development opportunities
- Ensuring college policies in relation to Equality and Diversity are regularly monitored, reviewed and updated, in line with legal requirements and external body recommendations
- Producing an Annual Equality and Diversity Report for approval by the Board of Governors and publication on the College website.

6.5 To further this policy, Nescot will ensure that:

- i. All staff receive training in equality and diversity and are update trained as necessary

- ii. All teaching and assessment materials are regularly monitored to ensure they comply with equal opportunities legislation and promote equality and diversity, preparing student appropriately for further study and/or work
- iii. All students receive training in equality & diversity at induction and opportunities to celebrate diversity are promoted throughout the year

## 7.0 **Monitoring and Review**

- 7.1 This policy is approved by the Board of Governors and will be reviewed by the Board on an annual basis. The Governors will also receive an annual summary of equality and diversity performance together with progress towards equality and diversity improvement targets.
- 7.2 The internal monitoring of the implementation of this policy will be the responsibility of the Equality and Diversity task group which will be chaired by the Deputy Principal
- 7.3 The Deputy Principal has responsibility for ensuring that this policy, and its associated processes and procedures remain appropriate and comply with changes in legislation.