

<b>Policy</b>	<b>Equality, Diversity and Inclusion (EDI) GEN 09</b>
<b>Document owner</b>	Principal and CEO
<b>Date first implemented</b>	September 1998
<b>Date last reviewed</b>	November 2021
<b>Date of next review</b>	November 2022
<b>Date governor-approved</b>	March 2022
<b>Associated documents</b>	See body of policy
<b>Reference documents</b>	Equality Act 2010 GDPR Regulations 2018 Ofsted EIF Equality, diversity and inclusion statement May 2019
<b>Initial reviewing body</b>	EDI Committee
<b>Final approval body</b>	Board
<b>Published on website</b>	Yes

<b>Purpose</b>	<p>This policy describes Derwen College's</p> <ul style="list-style-type: none"> <li>• Vision and commitment to Equality, Diversity and Inclusion</li> <li>• Legal duties under the requirements of The Equality Act 2010</li> <li>• General and specific equality duties</li> <li>• Practical steps for implementation of the policy</li> <li>• Related documents</li> </ul>
<b>Scope</b>	<p>This policy has direct implications for all other College policies.</p> <p>Anyone who comes into contact with the College, external or internal customers, will benefit from this policy.</p> <p>All members of our College – governors, staff, students, clients and volunteers are subject to this policy.</p> <p>The policy is also binding on our external contractors, employers and other partners that the College collaborates with.</p> <p>The policy applies to all sites and premises operated by the College</p> <p>The Principal and CEO and the SLT take the lead in ensuring all strands of this policy are implemented.</p>
<b>Definitions</b>	<p><b>Equality:</b> <i>Making sure that everyone is treated fairly and with dignity and respect. It means challenging discrimination and removing barriers, so that everyone has opportunities to achieve their desired outcomes</i></p> <p><b>Diversity:</b> <i>Is about recognising the benefits of different values, abilities and perspectives and celebrating people's differences. This means promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience.</i></p> <p><b>Inclusion:</b> <i>Is providing a space where everyone has equal access to opportunities and resources and where everyone feels valued an</i></p>

	<p><i>accepted. Everyone should be able to contribute and have a voice. This may mean making reasonable adjustments to facilitate participation.</i></p> <p><b>Mainstreaming EDI:</b> <i>A long-term, strategic approach to ensuring that equality, diversity and inclusion sit at the heart of an institution's culture and operational delivery</i></p> <p>protected characteristics:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender reassignment</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion or belief</li> <li>• Sex</li> <li>• Sexual orientation</li> </ul> <p>In addition to the above, we are committed to advancing equality of opportunity for those from various social backgrounds and with family responsibilities. This includes people from socially disadvantaged families as well as from deprived or remote geographical areas.</p>
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**Our vision and commitment to equality, diversity and inclusivity**

Our vision for equality, diversity and inclusion goes far beyond compliance. We aim to ensure that we pro-actively promote inclusion for all and create an environment where our stakeholders can learn, develop, grow and ultimately flourish.

We want to ensure that people with diverse learning characteristics and diverse backgrounds consider Derwen College as an organisation of choice. We want everyone at Derwen College to reach their full potential in an environment which is respectful and that celebrates individual difference. We continually strive to ensure that EDI is mainstreamed across the whole organisation.

**Derwen College is committed to:**

- Promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practises
- Ensuring that it is a place where everyone, irrespective of their race, colour, ethnic or national origin, citizenship and/or protected characteristics, feels welcome and valued and able to achieve their full potential
- Protecting the rights of everyone during their time at the organisation
- Respecting and valuing differences between people whilst meeting the diverse needs of our students and clients
- Preparing our students and clients for life in modern Britain
- Acknowledging the existence of discrimination, should it occur, and being proactive in tackling and eliminating it

### **The College:**

- Opposes all forms of racism, racial prejudice, racial harassment, racial discrimination and hate crime
- Caters for the dietary and dress requirements of different religious groups and enables individuals to observe festivals and events relevant to their faith
- Actively promotes good personal and community relations by fostering a positive atmosphere of mutual respect and trust among individuals from all racial groups
- Has procedures for dealing with, recording and reporting incidents of harassment and bullying
- Ensures that incidents of discrimination will be dealt with promptly, firmly and consistently in accordance with College's procedures and that action will be taken to support victims.
- Works with partner agencies to tackle issues relating to harassment
- Monitors data on admissions and this will be used to inform future programme planning and decision-making
- Safeguards against harassment and bullying - Everyone is entitled to be treated with courtesy and respect. The College will not accept behaviour towards people which is objectionable and offensive, or which might threaten their security, or create an intimidating or hostile environment, which may hinder their performance.
- Deals with any alleged incidents of harassment according to agreed procedures.
- Ensures its Publicity reflects equality of opportunity and is free of bias and stereotypical images
- Gives a high profile to the EDI Policy by regular communication and publication to staff, students and other agencies involved.

### **Governing Body responsibilities**

The Governing body instructs the College to:

- Ensure that relevant policies are in place, up to date and effectively implemented and monitored for impact
- Set and monitor challenging equality targets
- Promote equality of opportunity and celebrate diversity.
- Not discriminate on the grounds of any protected characteristic in any aspect of our work
- Listen to the views of our stakeholders and use them to make improvements which support inclusion and drive equality forward
- Ensure that our College community is protected from bullying, and discrimination wherever they may be learning or working

### **Senior Leadership Team responsibilities:**

- Ensuring that the policy and its related procedures and strategies are implemented
- Co-ordinating equality work
- Dealing with reported incidents of discrimination and/or harassment
- Ensuring compliance with the Equal Opportunities Policy

### **Staff responsibilities:**

- Ensuring that all students and trainees are included in all activities and have full access to the curriculum
- Promoting equality and diversity through teaching and support

- Dealing with discrimination incidents and identify and challenge bias and stereotyping
- Keeping themselves up to date with equality legislation

### **EDI Committee Responsibilities**

- The EDI committee is an information and consultation body that provides an opportunity for dialogue and exchange of ideas between management, staff representatives and governors on equality, diversity and inclusivity issues.
- See EDI Committee Terms of Reference for further details

### **Equality Duties**

#### ***The College welcomes its Public Sector Equality Duties to:***

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the equality Act 2010
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

#### ***We will also deliver our specific Public Sector Duties which require that the College:***

- Publish equality objectives, at least, every four years.
- Publish information to demonstrate compliance with the specific duties of the Public Sector Equality Duty
- Publish information relating to our employees and others affected by our policies and practices
- Work with partner organisations who deliver on our behalf, who take due regard of the specific equality duty

### **Related documents to this policy**

This policy has direct implications for all other College policies and the link to the College policy index is as follows: [AA. Policy & ZZ Procedures Index 11.03.22.xlsx](#)

Documents with particular relevance to this policy include:

- Admissions policy
- Bullying and harassment policy
- Change of student details procedure
- Complaints policy
- Grievance policy and procedures
- Induction procedures
- Data protection policy
- Quality assurance and improvement policies
- Disciplinary policy and procedures
- Prevent policy
- Personal Tutor policy
- Teaching and learning policy – to be developed
- EDI Action Plan
- EDI Evidence Log