

## Equality, Diversity and Inclusion Policy

Date of Approval	April 2020
Approved By	ELT
Responsible Manager	CEO
Date of Equality Impact Assessment	April 2020

## 1. Introduction

Barnet and Southgate College is committed to the promotion of equality, diversity and inclusion in all its activities; as a provider of learning and training, as an employer of staff and as a partner with a range of organisations within our community.

We are proud of the diversity of our College and value, celebrate and respect the many different backgrounds, experiences and talents that our learners and staff contribute to our learning community.

We will work with and support our learners, staff and partners to embed equality and diversity into everything that we do and maximise the opportunities to promote equality and celebrate diversity as part of our responsibility as a public funded organisation.

We will treat all learners, employees and our partners in the community with respect and dignity and work to provide a positive learning and working environment which is a safe and welcoming place in which to study, work or visit. We will ensure that the Equality and Diversity policy influences and informs the culture of the College.

The College will not tolerate any form of direct or indirect discrimination, harassment or victimisation and will ensure that any behaviour by staff, learners, partners, subcontractors or visitors which violate this policy is dealt with robustly.

Barnet and Southgate College recognises its legal duties under the Equality Act 2010 to:

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

The nine protected characteristics referred to within the Equality Act are; age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage or civil partnerships. However we recognise that there are also some disadvantaged groups within the College who are not covered by the legislation, for example, learners in poverty or from socially disadvantaged backgrounds who need similar protection and support in order to access the same opportunities as others.

## 2. Principles, Aims, Links to College Values

Equality and diversity is one of the six key values which underpins everything that we do. This means we:

- Treat people fairly
- Respect differences and treat people as individuals

- Are supportive and understanding of each other
- Recognise the contribution that others make
- Promote equality and diversity to learners and colleagues

### **3. Actions**

The College will develop an annual Equality and Diversity Action Plan which is reviewed regularly and progress reported to the Equality and Diversity Strategy Group, the Equality and Diversity Champions Committee, the Executive Leadership group and to College governors.

We will:

- Ensure our promotional materials are accessible, promote the College's commitment to equality, diversity and inclusion and provide positive images reflecting the College's diversity
- Use initial and diagnostic assessments to identify and meet any support needs including those arising as a result of a disability
- Include training in equality and diversity and our expectations of learners in terms of their behaviour and treatment of others as part of their induction programme.
- Embed equality and diversity into the curriculum and use the tutorial programme to further promote and educate our learners in equality and diversity.
- Monitor the performance of learners including attendance, retention and achievement and take appropriate steps to address any gaps or differences for particular groups of learners
- Put in place measures to support learners who feel they have been discriminated against or are the subject of harassment and/or bullying
- Ensure that our partners and sub-contractors implement the equality, diversity and inclusion policy for our learners.

We will:

- Ensure that recruitment and selection processes including promotion are carried out fairly and transparently in accordance with the College's recruitment and selection processes
- Provide training to interview panels on fair selection, including assessing objectively against the person specification and taking account of any reasonable adjustments needed for candidates with a disability.
- Encourage staff to disclose any disabilities and make any reasonable adjustments
- Provide initial equality and diversity training as part of the new staff induction programme
- Ensure all staff receive regular equality and diversity training
- Ensure equality and diversity is embedded within the range of Human Resources policy and practice
- Provide access to staff training and development based on an assessment of staff needs
- Put in place measures to support any employees who feel they have been discriminated against or are the subject of harassment and/or bullying

### **4. Responsibilities**

The Governing Body has a responsibility to ensure that the College is meeting its legal duties with respect to equality and diversity.

The overall responsibility for equality and diversity lies with the Principal.

The Director of Quality and Learner experience has the lead responsibility of equality and diversity.

The Executive Leadership Group has a responsibility for monitoring the implementation of the Equality and Diversity Policy and to take any necessary action where issues are raised.

All College managers have a responsibility to ensure that staff and learners observe the Equality and Diversity policy and act on any reported breaches.

The Equality and Diversity Strategy Group has the responsibility for formulating and implementing strategy on equality, diversity and inclusion.

The Equality and Diversity Champions Committee has a responsibility to provide a focus for equality and diversity issues and cascade information within their departments.

Teachers have the responsibility of ensuring they promote equality and diversity to their learners and embed equality and diversity within the curriculum.

All employees have a responsibility to ensure that their own behaviour is in line with the policy and to report any observed breaches.

All subcontractors and partners have the responsibility to promote equality, diversity and inclusion to their learners and ensure that they act in line with this policy.

All learners have a responsibility to ensure that their own behaviour is in line with the policy and to report any observed breaches.

## **5. Links to Other Policies**

The College will carry out equality analyses on all its policies, procedures and key plans to ensure that they do not have or could not have a differential impact on specific groups.

This policy will be reviewed annually to judge its effectiveness and will be updated in accordance with any legislative changes.