

Equality, Diversity and Inclusion Policy

Learning together for success and progression

Approved by Academy Trust Board: 29th March 2021

Equality, Diversity and Inclusion Policy

Trustee Committee Responsible:	Governance & HR / Curriculum and Quality
Trustee Lead	Equality, Diversity and Inclusion
Nominated Lead Member of Staff:	Assistant Principal
Status and Review Cycle:	3 years
Current Review:	March 2021
Next Review Date:	March 2024

Statement of our commitment to equality, diversity and inclusion

We feel that equality (throughout the policy the term Equality is used as it is in common use in legislation. The College interprets this to mean Equity which helps us to focus on being proactive in 'levelling the playing field') is about making sure everyone is treated fairly and given the chance to achieve their potential. It is not about treating everyone the same but about recognising that all students and staff have different needs that are met in a variety of ways. There are five underlying principles of Equality, Diversity and Inclusion:

- **Value** – value each individual person based on their contributions to the College. Do not in the face of peer pressure say something that you do not believe and may ultimately regret. Language is a very powerful tool – use it wisely. Think about the consequences of what you say and the impact it could have on someone.
- **Appreciation** – appreciate the diversity of different student populations at the college. Diversity is a strength: how boring would it be if we were all the same?! Learn from others' cultural traditions and consider why different groups of people have different wants and needs.
- **Liberation** – ultimately everybody should have the freedom to be who they are. People shouldn't, out of insecurities or fear, try to restrict the rights and freedoms that different groups of people deserve; only by liberating certain groups who have been repressed by society can full equality be realised.
- **Understanding** – through educating yourself about how different groups of people have been treated and the plight that many still have to face on a daily basis. Be considerate and sensitive to people's histories and why liberation days/awareness months are important moments of recognition.
- **Esteem** – respect others having learnt about their histories and have an open mind to them when they tell you about their experiences. Having a positive mental health is largely dependent on a sense of self-worth gained from the esteem that you are shown in your day to day life.

We are committed to

- Promoting a positive and inclusive College culture that is welcoming, supportive and upholds the rights of individuals and groups
- Equality of opportunity regardless of gender, age, ethnicity, religion or belief, sexual orientation or disability so that all can achieve to the best of their ability
- Challenging expressions of discrimination, bias or prejudice, seeking to rectify any such practices or behaviour
- Ensuring that we meet all of our legal obligations

Whilst we recognise that all members of the College community are responsible for the promotion of equality, diversity and inclusion, the staff responsible for the review of this policy and the equality, diversity and inclusion protocols are:

- The Equality, Diversity & Inclusion Officer
- Partnerships with the Students' Union's Equality, Diversity & Inclusion Officer
- The Assistant Principal for Staff and Student Development
- The Link Trustee for Equality, Diversity and Inclusion
- The Senior Management Team of the College

Meeting our commitments:

- 1. We will promote a positive and inclusive College culture that is welcoming, supportive and upholds the rights of individuals and groups by**
 - 1.1. Ensuring that staff, students and visitors are clearly informed of our commitment to equality diversity and inclusion and our expectations of respect for all
 - 1.2. Ensuring that staff and students are encouraged to play an active role in promoting a culture of respect and one which actively fosters the advancement of equality and diversity issues
 - 1.3. Seeking to encourage applications from prospective students, staff and trustees that will contribute to the diversity of the College
 - 1.4. Produce protocols for staff which detail how we will meet our commitments will be regularly reviewed and communicated annually with staff
 - 1.5. Ensuring that the policy and protocols are made accessible to all members of the College community
 - 1.6. Working together to ensure that we are aware of the impact our environment has on members of the College community.
- 2. We will ensure equality of opportunity regardless of gender, age, ethnicity, religion or belief, sexual orientation or disability so that all can achieve to the best of their ability by**
 - 2.1. Working systematically to challenge potential differences in outcome for different groups by providing an environment where members of the College community will want to study, work and visit, regardless of how they identify themselves.

- 2.2. Monitoring our provision with the aim of safeguarding and improving equality of opportunity
 - 2.3. Ensuring an inclusive approach to the recruitment, induction and professional development of staff
 - 2.4. Ensuring an inclusive approach to the recruitment, enrolment and development of students
 - 2.5. Reviewing the impact of policies and protocols (formal and informal) on groups of learners with protected characteristics through surveys, focus groups and discussions with individuals, ensuring that relevant stakeholders are involved
 - 2.6. Using the annual self-assessment review (SAR) process as a vehicle to review and identify actions in relation to our equality, diversity and inclusion provision, publishing information on our website to ensure transparency
 - 2.7. Active promotion of diversity through use of the Shaping Futures programme, Microsoft Teams and Godalming Online to respond to and highlight current and pertinent issues of and challenges to Equality, Diversity and Inclusion in our community and society as a whole
 - 2.8. Actively promoting student societies which celebrate and support diversity. We will also ensure that students are supported by the Student Activities Officer in setting up additional societies and groups.
 - 2.9. Ensuring that students, staff and visitors that might require special provision in relation to their protected characteristics are supported in accessing learning and facilities as much as can be expected by making reasonable adjustments.
- 3. We will challenge expressions of discrimination, bias or prejudice, seeking to rectify any such practices or behavior by**
- 3.1. Tackling discriminatory or prejudicial behavior. Reported incidents will be investigated and appropriate action taken in order to safeguard the rights of individuals and the integrity of the College commitment to equality, diversity and inclusion.
 - 3.2. Making every effort possible to resolve issues, potentially seeking legal advice and taking legal action if appropriate and if informal methods of resolution have not succeeded.
 - 3.3. Actively working to maintain and build upon a culture where staff and students feel comfortable to report incidents and are able to access information about how to get help and who to approach if they feel an issue or incident of discrimination or prejudice has occurred.
 - 3.4. Ensuring that all participants in an investigation of discrimination or prejudice, be they complainants or the accused, are treated with respect, kindness, fairness and with due regard to the maintenance of confidentiality wherever possible.
 - 3.5. Actively preview new policies and procedures to check for potentially discriminatory components, checking with stakeholders as appropriate.
- 4. We will ensure that we meet all of our legal obligations by**
- 4.1. Complying with our obligations under the Equality Act 2010
 - 4.2. Ensuring that the Academy Trust understands the College's legal obligations
 - 4.3. Making sure that Academy Trust monitors the College in terms of its compliance with legal duties.
 - 4.4. Ensuring that the Principal will give a consistent lead on all equality, diversity and inclusion issues, making sure that the policy and the law are followed by all members of the College community and all visitors to the College.
 - 4.5. Regularly reviewing our compliance with legal obligations (in part through the SAR process) and by amending the policy and protocols at least every three years and when there are changes to the law.



- 4.6. Ensuring that all staff receive training on equality, diversity and inclusion as appropriate in order to help them meet their professional and legal obligations
- 4.7. Ensuring that the public sector equality duty is discharged by publishing relevant data on the College website
- 4.8. Ensuring that we challenge expressions of prejudice and seek to rectify any discriminatory practices or behaviour as outlined in point 3 of this policy.