



Equality, Diversity & Inclusion Policy

Audience	ALL COLLEGE
Requirement	ESSENTIAL
Policy Owner	DoSE
1st Delegation	TSCQ
Last Delegation	Corp
Review Cycle	Every 2 years
Last Review	May 20
Due for Review	May 22

Purpose

Fareham College values equality, diversity and inclusion and is committed to promoting mutual respect throughout its community. The purpose of the policy is to establish clear guidance regarding equality and diversity matters and to establish the principles, structures and monitoring arrangements for the College.

Fareham College Core Values:

Respect.
Innovate.
Excel.

Equality Duty

The policy upholds the values of the Equality Act 2010 which provides a single overriding legal framework to replace all equality laws. The College commits to ensuring that all people are treated equally in respect of;

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

Policy Statement

Fareham College aims to ensure that all actual or potential employees and students are treated equally, regardless of age; disability; gender reassignment; marriage and civil partnership; pregnancy or maternity; race; religion or belief; sex; sexual orientation; socio-economic disadvantage; trade union activity; unrelated criminal convictions; other irrelevant criteria.

The College is working to create an environment in which cultural diversity and individual differences are positively valued in an atmosphere free from harassment and discrimination. The College takes its legal and moral obligations seriously with respect to equality, diversity and inclusion and welcomes dialogue with groups and individuals about ways in which its equality and diversity policies and practice can be enhanced and improved.

The College will fulfil the public sector equality duty and give due regard to;

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

1. Scope

The purpose of this policy is to establish clear college guidance regarding equality, diversity and inclusion and to establish key principles, structures and monitoring arrangements for the College. It applies to all students, staff and visitors at both the Bishopsfield Road, CEMAST and CTEC campuses. This will ensure that we adhere to legal obligations within the equality and diversity duty. The guidance should be applicable to all staff, volunteers and students in the College.

2. Policy Implementation

The College will ensure that its equality and diversity policy commitments are delivered through the following strategies and processes:

- i. The implementation, monitoring and review of all policies, targets, actions and outcomes will be evaluated with the consideration of annually reviewed equality and diversity impact measures;
- ii. The delivery of staff development programmes to support staff at all levels of the organisation in the delivery of equality and diversity objectives;
- iii. The assigning of specific responsibilities to staff for the implementation, monitoring and evaluation of policies, targets, actions and outcomes;
- iv. Working with partner organisations in the field of diversity, inclusion and equalities to enhance equality of opportunity;
- v. Ensuring that quality assurance and self-assessment processes recognise the importance of equality;
- vi. Consultation with students, staff, employers, parents and other partners within the community on the promotion of equality and diversity;
- vii. Reporting on progress against equality objectives to the Equality and Diversity Working Group, Senior Management, and the Board of Governors;
- viii. By ensuring that its legal duties regarding the equality and diversity protected characteristics are regularly reviewed for compliance with current legislation.

3. Staff Selection, Recruitment and Development

The College will take positive action to ensure that under-represented groups are encouraged to apply for vacant posts at different levels and in different areas of the College's work. College procedures will ensure that there is neither 'direct' nor 'indirect' discrimination in staff recruitment, selection or development. However, positive discrimination will be used where relevant and appropriate.

The College will aim to ensure:

- i. The profile of staff in relation to age, gender, disability and race is monitored across all areas of work at all levels;
- ii. Recruitment and selection documentation and procedures are non-discriminatory;
- iii. Recruitment, retention and progression is monitored and corrective action taken where possible on an annual basis;
- iv. Vacancy details are drawn to the attention of under-represented groups;
- v. Members of recruitment and selection panels are trained in equality and diversity;
- vi. A complaints procedure is followed in cases of alleged discrimination or unfair treatment;
- vii. Family friendly working practices are developed;
- viii. Staff development in equality and diversity issues is included in the College's annual plan for staff development, and all staff will receive refresher training on a bi-annual basis;
- ix. Person specification and advertisements will reflect the objective requirements of the job.
- x. The College reports on the Gender Pay gap and takes appropriate action to address gender pay concerns

4. Access to Provision

Wherever possible the College will support targeted provision for groups who are under-represented.

The College will aim to ensure the:

- i. Monitoring of applications, enrolments and outcomes by gender, ethnicity and disability;
- ii. Provision of an annually reviewed fees policy which ensures that hardship funding is available and actively promoted to encourage disadvantaged individuals to attend appropriate courses;
- iii. Assessment of additional support/special educational needs and strategies are carried out in a timely manner;
- iv. Provision meets the needs of community/outreach groups and is developed and reviewed to improve physical access;
- v. Delivery of accessible programmes which takes account of learners' commitments.

5. The Curriculum

Curriculum development and delivery will address the variety of experiences, cultural background, skills and needs which students bring to their learning.

The College will aim to ensure:

- i. Teaching and learning methods and materials are non-discriminatory and inclusive;
- ii. Course teams/tutors regularly review assessment methods, teaching styles and materials and ensure learners make good progress relative to individual starting points;
- iii. Timely identification and assessment of Learning Support requirements for all learners;
- iv. Data is used to monitor and improve participation and achievement of learners for all minority groups;
- v. Good practice with regard to equality and diversity in the curriculum is shared and celebrated by staff;
- vi. Where relevant, employers are involved in design, delivery of curriculum and provision of appropriate work placements, in a way that challenges stereotypes.

6. Links with the Community

The College will widen participation and strengthen links with all sections of the community which it serves through the following activities:

- i. Analysis of the demographic profile of Fareham and neighbouring areas, in order to inform planning regarding the needs of all groups in the community, and to assess the relevance of current provision;
- ii. Networking with statutory, voluntary and private organisations to secure the provision of learning in the community;
- iii. Continued development of opportunities to work with community organisations and other local partnerships.

7. College environment and facilities

The College will provide a welcoming, safe environment which encourages access and participation by all sections of the community to high quality learning and support facilities.

The College will aim to ensure:

- i. Accommodation is welcoming, accessible to all and appropriate for learning;

- ii. A property strategy that seeks to develop the best possible learning environment and resources;
- iii. Student support services which enhance students' total learning experience;
- iv. An environment in which all staff and students are able to observe individual needs;
- v. An environment in which all staff and students should feel safe, secure and free from bullying, harassment and discrimination.

8. Responsibilities of the Corporation

As the governing body of Fareham College, the Corporation and its individual members have specific responsibilities with regard to ensuring that the principles of equality, diversity and inclusion are embedded throughout the organisation.

The responsibilities of Corporation with regard to equality, diversity and inclusion are:

- i. to ensure there is no unfair discrimination;
- ii. to act positively where appropriate to ensure legal duties are met;
- iii. to ensure that all employees are aware of their equality and diversity duties and responsibilities;
- iv. to promote the College and its ability to respond appropriately to the needs of a diverse student body, the wider community it serves and those of its employees;
- v. to ensure no unfair or unlawful discrimination takes place and to recognise that they will be liable for the discriminatory acts of employees;
- vi. College policies, procedures and action plans comply with anti-discrimination legislation and are not unlawfully discriminatory;
- vii. they take responsibility for eliminating discrimination;
- viii. they promote equality of opportunity.

9. Responsibilities of the College Management

It is the responsibility of the College management to ensure that the Equality, Diversity and Inclusion Policy agreed by Corporation is implemented, monitored and reviewed effectively and to use effective leadership and management to ensure that:

- i. Equality, Diversity and Inclusion is incorporated into strategic and operational planning, and is effectively monitored against national/local benchmarks etc.;
- ii. College policies and procedures are the subject of Equality & Diversity Impact Measures(EDIMs);
- iii. College curriculum provision is responsive, accessible and flexible in meeting diverse learner needs;
- iv. there is disabled access, advice and support in respect of childcare, and provision for meeting religious and dietary needs;
- v. there are positive action measures in place to address any issues of staff and/or learner under-representation;
- vi. There is a programme of effective support measures for both learners and staff which promotes a culture of inclusiveness and reinforces positive values and codes of behaviour consistent with a policy of non-tolerance of all forms of discrimination.

10. Responsibilities of Students

Students have a responsible role to play in supporting the College in delivering this Equality, Diversity and Inclusion Policy. The College requires all students to:

- i. conduct themselves at all times in a way that shows consideration for all members of the College community and is not detrimental to the reputation of the College;
- ii. observe College regulations;
- iii. show respect for the College environment and encourage others to do the same

- iv. not behave in any way which is offensive to others;
- v. treat everyone with respect.

11. Expectations of Partners (Schools, Employers, Parents/Carers etc)

The College will take steps to ensure partners and agents understand that they must not discriminate against students, or harass or victimise them, and that they understand our duties in relation to making reasonable adjustments for disabled students.

Each Partner shall in providing the services and education under this Agreement comply with the:

Equality Act 2010 which merges the:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2
- Equality Act (Sexual Orientation) Regulations 2007

12. Fareham Colleges Equality, Diversity and Inclusion measures:

The College has the following equality objectives, that form part of the equality, diversity and inclusion action plan, reviewed through the well-being group. Whilst the objectives are quite broad, the equality and diversity action plan, will focus on key improvements that fall within the objectives, as and when trends or actions emerge:

To address the underperformance of specific groups within the College, especially the following groups, students that declare a learning difficulty and/or disability and children who are looked after

- Eliminate any form of discrimination between students, staff and other stakeholders
- Ensure the Colleges environment and facilities are inclusive to all and where possible reasonable adjustments are made if necessary
- To continue to promote inclusivity as an aspect of TLA and develop student's awareness of how to live in an inclusive environment
- Encourage participation of underrepresented staff and student groups in College activity