

Equality and Diversity Policy



1. Policy Statement

Equality and Diversity are central to the work of the College. At Carshalton College we will treat all people with dignity and respect and we will promote equality of opportunity and diversity.

Positive About Equality and Diversity

Respect and Dignity

At Carshalton College we treat each other fairly with respect and dignity regardless of:

Age
Disability
Gender – marital status or pregnancy
Gender Reassignment
Race, Nationality
Religion or Belief
Sexual Orientation
Social economic status

We strive to create an environment where everyone is supported to realise their goals and aspirations. Therefore, we promote equality and celebrate diversity and will not tolerate discrimination, which is not only wrong it is hurtful and can be illegal.

How is this achieved?

Our underlying commitment is to eliminate discrimination and promote equality across all protected characteristics which translates to Equality and Diversity being embedded in all policies, practices, decision making and evaluative processes;

1. We actively promote access to learning programmes and services for all our learners and potential clients to enable them to improve their skills, to make progress and be successful in realising their ambitions;
2. We create a visibly diverse environment which values and celebrates difference and raises the aspiration of existing and potential learners;
3. We are striving towards developing a staff profile, management team and governing body which are commensurate with the above;
4. We provide services which are effective in recognising and assessing the specific needs of individuals and in ensuring that the right kinds of support and interventions are provided to meet these needs;

5. We will, wherever possible, procure services from organisations who demonstrate a commitment to Equality and Diversity.
6. We tackle discrimination, whether direct or indirect, and ensure that we have well understood and well used procedures for challenging all forms of discrimination, harassment, bullying and other unacceptable behaviour;
7. We promote an ethos within the College whereby all learners and members of staff respect the views, values, culture and beliefs of others - regardless of ethnicity, national origin, gender, gender reassignment, sexual orientation, marital status, religious beliefs, political affiliation, age, social class, disability, trade union membership or non-membership, employment status, role as a parent, guardian or carer. We acknowledge that individuals may belong to more than one "group".
8. We undertake rigorous monitoring of learner achievement and take action aimed at addressing any equality gaps;
9. We develop a systematic approach to assessing the impact of new and existing policies, procedures and processes to ensure that negative impacts are identified and addressed.

2. Aims of the Policy

The Policy aims to:

- 2.1 Eliminate all forms of discrimination;
- 2.2 Respond to the legislative framework defined in the Equality Act (2010) and to promote good practice by complying with all duties relating to ethnicity, national origin, gender, sexual orientation, marital status, religious beliefs, political affiliation, age, social class, disability, trade union membership or non-membership, employment status, role as a parent, guardian or carer;
- 2.3 Ensure that our policy commitments on equality and diversity and inclusiveness impact on all of the College's activities;
- 2.4 Set equality targets to widen participation and narrow the achievement gap across all levels of learning and progression;
- 2.5 Ensure that equality targets are continuously monitored and evaluated by senior management who are responsible for the targets;
- 2.6 Integrate equality monitoring within the quality management system and self-assessment process;
- 2.7 Achieve a reputation for the College as a positive equal opportunities employer and provider of education and training services.

3. Scope of the Policy

The Equality and Diversity Policy applies to governors, staff, students and partners. This policy is at the core of all of our activities and systems that contribute to quality assurance and improvement.

We will endeavour to ensure that all visitors to the College recognise and support our commitment to equality and diversity.

4. Who should be aware of this policy?

Governors, managers, all members of staff and learners must be made aware of this policy and have a responsibility to comply with the standards defined within this Policy and other associated policies and procedures.

5. How will we implement this Policy?

The Principal and the Senior Managers at Carshalton College are responsible for the implementation, development and improvement of the Equality and Diversity Policy and practice across the organisation and to ensure the compliance with legislation.

College Managers are responsible for ensuring that they are aware of and meet their statutory responsibilities and managers will ensure that all members of staff and all learners are made aware of and comply with the policy and the related procedures and processes.

There will be advisory groups comprising staff and students to comment on the implementation of the Policy.

Individual breaches of the Policy will be dealt with under the Student or Staff Disciplinary Procedures.

The College will:

Implement change to achieve this Policy through action plans defined within a Single Equality Scheme. The Single Equality Scheme will integrate all the action that the College will take to address each of the following equality strands:-

Age
Disability
Gender – marital status or pregnancy
Gender Reassignment
Race, Nationality
Religion or Belief
Sexual Orientation
Social economic status

This will be a whole organisational approach. The Single Equality Scheme plan is led by the Senior Management Team and is developed by utilising staff and student advisory groups, and by professionally updating staff and educating our student cohort.

A clear set of equality and diversity measures will be used to assess the impact of the Policy and practice, and College performance will be benchmarked against comparable external outcomes. The College will

- 5.1 Monitor the data relating to a range of processes (e.g. admissions, retention and achievement) to identify whether the intended policies are being achieved;
- 5.2 Review performance against the targets to ensure year-on-year improvements;
- 5.3 Inform the development of strategies to tackle differences in success rates;

- 5.4 Build equality of opportunity into all procedures, processes and actions across the organisation;
- 5.5 Train and develop staff to raise their awareness about equality and diversity and ensure that they understand their responsibilities to implement this Policy.

6. How will we monitor and evaluate this policy?

Implementation of the Equality and Diversity Policy and Single Equality Scheme will be monitored by CMT on a regular basis – with particular focus and review through self-assessment, operating plans and the Single Equality Scheme action plan. An annual report will be provided to the Governing Body. The Policy and Single Equality Scheme action plan will be reviewed regularly to meet the changing needs of the communities that we serve and to reflect changes in legislation.

7. Links to other Policies and Procedures

- Staff Policies and the Staff and Student Handbooks
- Staff and Student Disciplinary Policies and Procedures
- Safeguarding and Child Protection Policies and Procedures
- Single Equality Scheme Action Plan

8. Responsibilities

8.1. Governing Body

The Corporation is ultimately responsible for Carshalton College's Equality and Diversity Policy and for reviewing its effectiveness.

8.2. Members of the College Management Team:

- 8.2.1. Have a duty to actively promote the importance of equality and diversity through the Single Equality Scheme and will drive forward organisational change;
- 8.2.2. Are responsible for the provision of appropriate and adequate resources to ensure successful implementation of the Equality and Diversity policy across the organisation including on-going staff development needs and training;
- 8.2.3. Have a duty to review the effectiveness of the Equality and Diversity policy on a regular basis and take action to make necessary improvements.

8.3. All staff must:

- 8.3.1. Ensure that they are aware of their legal responsibilities and to promote and implement the Equality and Diversity Policy;
- 8.3.2. Ensure that they comply with processes and procedures relating to the monitoring of equality and diversity within their roles and areas of work;

8.3.3. Support, promote and encourage continuous improvement in the area of equality and diversity within their own area of work;

8.3.4. Take responsibility and corrective action where issues for improvement are identified.

9. Policy Distribution and Communication

A copy of the policy is posted on the College Intranet and College website.

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