

Equality, Diversity and Inclusion Policy (including Equality Objectives 2020 – 2024)

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Target audience:	All staff, students, visitors, partners and external contractors
Available:	College website, intranet, staff and student induction, employee code of conduct
Review:	Annual review of equality objectives
Policy review date:	December 2021

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Putting Students First



Policy Updates:

Summary of changes – December 2019

- Policy reviewed and no changes needed.
- Equality objectives, reviewed and progress noted
- Pages 11-14: Annual review of equality objectives as required in legislation

Summary of changes – December 2020

- Policy reviewed and changes highlighted.
- Equality Objectives 2020-2024 revised and agreed in April 2020 incorporated into the EDI Policy and progress noted.



Equality, Diversity and Inclusion Policy Statement

The Isle of Wight College is committed to creating and maintaining an inclusive working and learning environment that respects and celebrates difference. We aim to provide a community where everyone feels able to participate fully in college life and achieve their full potential.

Who does this policy apply to?

This policy applies to all members of the Isle of Wight College community including stakeholders, staff, students and visitors. The policy is also available to our external contractors, employers and other partners who the Isle of Wight College collaborate with. The policy applies to all sites and premises belonging to the Isle of Wight College or used by it for carrying out its functions.

Legal framework

Our policy is governed by the Equality Act 2010, which makes it unlawful to discriminate against someone because of one or more of the following protected characteristics:

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

The legislation introduced the public sector equality duty, which requires public authorities to take a proactive and organised approach to equality and tackling discrimination. The Isle of Wight College is required to publish equality objectives every four years with an annual update and equality information on annual basis to demonstrate compliance with the Public Sector Equality Duty (PSED). Our equality information reports and equality objectives can be viewed on the college website.

The policy does not exist exclusively as a response to legal requirements, but also to reflect our intention to ensure that equality, diversity and inclusion underpin everything we do.

Key principles

- The Isle of Wight College expects all members of its community to treat each other with dignity and respect. We support the right of individuals and groups to hold



their own beliefs and values, but will not tolerate these being manifested in a way that intimidates, humiliates or creates a hostile or degrading learning or working environment

- The Isle of Wight College is striving to create an inclusive learning and working environment that supports good relations between people and challenges prejudice, intolerance and discrimination in all its forms
- To support our commitment to equality, diversity and inclusion, and to meet our legal duties, the Isle of Wight College will publish an equality information (PSED) report each year and set equality objectives every four years. The equality objectives and their progress will be monitored by senior management and the Corporation Board on an annual basis.
- The Isle of Wight College will:
 - ensure that all our students, staff and visitors, as well as those who apply or seek to apply to work or study with us, are treated fairly and are not discriminated against on any grounds, including those protected by the Equality Act 2010.
 - communicate its commitment to promoting equality, diversity and inclusion in staff and student recruitment material, handbooks, policies, social media and other corporate communications.
 - ensure that publicity material positively promotes the diversity of the College community.
 - actively engage with staff, students (through the annual student survey and Student Voice meetings), trade unions and partners on key matters related to equality, diversity and inclusion.
 - support a range of activities and campaigns each year to celebrate equality events and religious festivals as well as promoting fundamental British Values throughout each academic year.
 - carry out equality analysis through the equality impact assessment process to assess the implications of policies and decisions on the College community and to help prevent and tackle inequality.
 - introduce positive action initiatives where patterns of under-representation and difference in outcomes for staff and students are identified.
 - ensure that there are effective and sensitive support and complaint mechanisms in place, should anyone feel that they have either witnessed or experienced discrimination.
 - Ensure that during the COVID-19 pandemic we do all that we can to limit any negative impact on students and staff whilst accessing learning or employment at the College.
- Every opportunity will be given to students and staff to disclose any disabilities or other needs relating to 'protected characteristics' that they may have. The Isle of Wight College will promote a culture of inclusivity, in which individuals feel confident and safe to make a disclosure. It will provide reasonable adjustments in response to



individual needs and will not disadvantage a student or a member of staff on the basis of such needs.

- Where data relevant to equality and diversity, or any of the protected characteristics is gathered and stored, it will be done so appropriately and in line with General Data Protection Regulations (GDPR) guidelines.

Curriculum, learning and teaching

- The Isle of Wight College is committed to promoting equality, diversity and inclusion through effective teaching, learning and assessment.
- Equality, diversity and inclusion will be fully integrated into the learning experience, and will be evident in curriculum planning, schemes of work and teaching, learning and assessment.
- In accordance with guidance issued by awarding organisations, the college will make adaptations to assessments and associated activities to mitigate the adverse impact on students' learning due to COVID-19.
- Leaders, managers and teaching staff will monitor student performance by the following protected characteristics - age, disability, race and sex and set actions to narrow any achievement gaps between different groups of students. Through surveys and other methods, we monitor the learning experience of all groups of learners including gender reassignment, religion, and sexual orientation.
- The curriculum will be regularly reviewed to ensure it is culturally sensitive and reflects the interests and backgrounds of the students.
- All teaching staff will use resources and activities that are free from discriminatory or stereotypical assumptions or images and go beyond this by ongoing positive promotion throughout the academic year.
- All students and apprentices will receive information on equality, diversity and inclusion as part of their induction programme. This will familiarise them with this policy as well as endorse our approach to dignity and respect. It will also ensure that they understand their rights and responsibilities to others whilst studying at the College and as current or future employees.
- Themed enrichment events will include a variety of topics to raise awareness, celebrate diversity and promote equality and to encourage community cohesion.

Employment

- The Isle of Wight College aims to employ a workforce that reflects the community which it serves.
- The College also recognises the benefits from employing a workforce which reflects the diversity of society drawing on the strengths and experiences of people from a wide range of backgrounds to enrich the experience of our students.



- In seeking to achieve a balanced workforce the College will ensure that no employee, job applicant or candidate for promotion will be disadvantaged or treated less favourably because of conditions or requirements that are not related to the job.
- All staff will treat each other in a fair and respectful manner that is free from discrimination.
- Reasonable adjustments will be made to working arrangements and premises to ensure equal access by employees or potential employees who have a disability or a particular health concern.
- All staff will receive timely and relevant equality and diversity training. Training will be delivered through a mixture of induction, face-to-face and online sessions.
- The Isle of Wight College will regularly monitor the workforce profile and take positive action to tackle any under-representation of particular groups within the workforce as a whole. This includes the College's formal duty to monitor and report on gender equality and what action we take to ensure equal pay for all staff in the same or similar job roles.
- The Human Resources (HR) team will be responsible for the maintenance and reporting of equality data within the workforce. The Equality and Diversity Working Group (EDWG) will review and monitor this data. Data monitoring will be used to identify any trends or differences between the protected groups and agree actions.

We will also:

- Take positive action as necessary to ensure particular groups of students who are potentially vulnerable to leaving their course early e.g. young parents, Looked After Children (LAC) and care leavers, asylum seekers etc. will be offered additional support where needed.
- Provide support services to enable students to gain access to the curriculum, to stay on programme and achieve to the best of their ability. Students come to the College with a range of different educational needs. We will try our best to meet those needs through comprehensive initial assessments prior to courses beginning and additional support for learners with a disability, learning difficulty or special education needs.

External partners

- The Isle of Wight College is committed to ensuring that those organisations with which it works will demonstrate their commitment to equality, diversity and inclusion and have policies and procedures in place to achieve this.
- When drawing up contracts and service specification, the Isle of Wight College will: Ensure that external partners are made aware of their legal duties in relation to Equality Act 2010.



Visitors, contractors and sub-contractors

- Visitors, contractors and sub-contractors must comply with the Isle of Wight College Equality, Diversity and Inclusion Policy.

Responsibilities (see Appendix 1 for more details)

A successful equality, diversity and inclusion policy requires the active support of the entire College community. Whilst there is a collective responsibility to ensure this policy is successfully implemented, there are also specific responsibilities set out below:

- The Corporation has ultimate responsibility for the effective implementation of the policy, the equality objectives and action plans. The practical application of the policy rests with senior leaders, including the Principal and in particular the Assistant Principal for Teaching, Learning, Students and HR who has the lead responsibility for equality, diversity and inclusion and the equality and diversity manager
- The Equality and Diversity Manager is responsible for:
 - Ensuring the development and implementation of this policy, procedures and equality objectives meet the requirements of the legislation and the college's strategic objectives.
 - Maintaining the college reputation with regard to equality, diversity and inclusion as an equal opportunities employers and educational establishment.
- The Head of Student Advocacy and Safeguarding is responsible for ensuring that student-related issues are effectively addressed.
- The HR Manager is responsible for ensuring that staff-related issues are effectively addressed.
- Heads of Departments and Curriculum Managers are accountable for delivering the equality commitments in their designated areas of responsibility.
- All staff, students and others whom this policy applies to are responsible for ensuring that they read, understand and comply with this policy. They should seek clarification when required. Staff and students will be reminded of their responsibilities through appropriate college communication channels.

Implementation

The Isle of Wight College will ensure that:

- This policy is communicated to staff, applicants for employment, contractors and others working for the College, students and those applying to study at the College.
- Staff and students are provided with appropriate equality and diversity training and guidance, including training on induction courses.
- Specific and appropriate duties in respect of implementing the equality, diversity and inclusion policy are incorporated into job descriptions and work objectives of staff.



- Communication materials reflect the diverse college community and help to promote equality and inclusion.
- Prompt action is taken to address any allegation of discrimination, victimisation or harassment.
- External contractors, sub-contractors and agencies are made aware of their responsibilities in relation to equality, diversity and inclusion.

Monitoring and review

The Equality and Diversity Working Group will:

- Monitor equality data in relation to staff and students on a regular basis and agree actions to address any identified inequalities.
- Publish an annual report on the progress of the equality objectives and action. This will include an analysis of headline workforce and student data.
- Review the equality objectives annually and set new objectives every four years.
- Prepare and deliver an annual equality, diversity and inclusion action plan following the annual self-assessment report (SAR) to help the College meet their equality objectives.
- Support staff and student voice initiatives and obtain feedback from the students, Trade Unions, staff and student equality forums/surveys and any other engagement mechanisms.
- Review and amend the policy to reflect developments in equality legislation and best practice.
- Regularly report to Corporation and senior management team on equality and diversity issues.

Complaints

Members of staff who believe they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the appropriate grievance procedure. A copy of the grievance procedure is available through the staff policy portal or in hard copy from HR.

Students who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the complaints procedure. A copy of the procedure is available on the college website, through the student portal or on request from the Head of Student Advocacy and Safeguarding.

Any person making a complaint will not be victimised. All complaints of discrimination, harassment or victimisation will be dealt with promptly and confidentially.

The Isle of Wight College takes all allegations of discrimination, harassment or victimisation very seriously. If, on investigation, it is established that discrimination, harassment or



victimisation has occurred, disciplinary action will be taken and may result in dismissal or permanent withdrawal from the college.

Related policies, procedures and documents:

- Safeguarding Policy
- Students with a Disability Guidance and Disability Statement
- Student Discipline and Grievance Procedures
- Staff Discipline and Grievance Procedures
- Anti-Bullying Policy
- Equality Information Reports – PSED



Appendix 1: Roles and responsibilities

The Corporation are responsible for ensuring that:

- The College is compliant with the equality legislation and the codes of practice supporting it.
- The Corporation proactively considers equality and diversity as part of its decision-making process.
- The Equality, Diversity and Inclusion Policy, Equality Objectives and action plan are implemented effectively.
- The membership of the Corporation reflects the diversity of the local community.
- Equality, diversity and inclusion is fully integrated into the College Strategic Plan.
- The Corporation receives an annual equality and diversity update that monitors progress on the equality objectives and action plan.
- To support the Corporation in meeting its duties, it nominates a Governor to have designated responsibility for equality and Diversity.

The Equality and Diversity Working Group (EDWG) are responsible for:

- Overseeing the continuing application and development of the policy in line with legislation and corporate strategic objectives.
- Preparing, monitoring and reviewing the equality objectives and action plan.
- Reporting progress on equality issues on an annual basis or more frequently of required.
- Advising on the formulation of policies, procedures and resources.

The Principal and Senior Management Team are responsible for:

- Providing leadership and acting as champions to promote equality, diversity and inclusion across the College community.
- Working with the Corporation to ensure that the policy, equality objectives and action plan are implemented effectively.
- Ensuring that appropriate action is taken against individuals working on behalf of the College, or studying at the College, who do not act in accordance with this policy.

Managers are responsible for:

- Ensuring that staff have a clear vision and shared understanding of what the College is aiming to achieve through the policy.
- Implementing the policy as part of their day-to-day management of staff and in applying employment policies and practices in a fair and equitable way.
- Ensuring equality and diversity issues are addressed in performance reviews.
- Ensuring all staff act in accordance with the policy providing support and direction where necessary.
- Effectively managing and dealing promptly when investigations identify issues relating to potential discrimination, bullying or harassment.



- Ensuring that all decisions that will change provisions, practices or policies and affect the workforce or students are subject to an equality impact assessment.
- Taking the lead in creating a positive, inclusive ethos that challenges inappropriate language and behaviour and celebrates diversity.

Curriculum leaders are responsible for ensuring that:

- Equality, diversity and inclusion is promoted in all student settings and embedded into curriculum areas.
- Student performance is monitored by the following protected characteristics, age, disability, race, and sex on a termly basis and actions set to address any identified gaps. The quality of students' experience at the college is monitored through surveys, focus groups, etc. across the full range of protected characteristics.
- Student performance by protected characteristic as described above is recorded in the SAR and actions are set to narrow any identified performance gaps for protected groups.
- Student induction programmes and tutorials develop students' understanding of equality, diversity and inclusion.

All staff are responsible for ensuring that they:

- Have read and understood the policy.
- Implement the policy in their day-to-day work and model behaviour that reflects the spirit of the policy.
- Treat people with respect and dignity in all their interactions.
- Notify their line manager of any concerns with regard to the conduct of other employees, students, visitors or third parties.
- Help to build an inclusive culture where diversity is valued and people feel confident to bring their whole selves into the working and learning environment.
- Challenge inappropriate and discriminatory language and behaviour by staff, students and other users of our services.

Human Resources (HR) are responsible for:

- Developing employment policy and strategy on equality, diversity and inclusion.
- Providing guidance to line managers and staff.
- Supporting managers in investigating issues relating to potential discrimination.
- Monitoring and reporting on the workforce equality data to the Equality and Diversity Working Group (EDWG) and senior managers and governors. This includes reporting on the gender pay gap and actions being taken to improve gender equality, as well as monitoring and taking action with regard to all other protected characteristics.
- Championing equality and diversity issues, internally and externally.
- Facilitating training and development initiatives in relation to equality, diversity and inclusion.



All students are responsible for ensuring that they:

- Adhere to the Student Charter and treat all members of the College community with dignity and respect.
- Create and maintain a learning and social environment where there is zero tolerance for bullying, harassment and discrimination.
- Support and promote the equality, diversity and inclusion policy and procedures.
- Understand the consequences of contravening equality legislation and this policy.

Partners, Contractors and Service providers

- All partners, contractors and service providers will be responsible for adhering to any equality guidelines in agreements or contracts.
- The Isle of Wight College is committed to ensuring that those organisations with which it works and employs will demonstrate their commitment to equality, diversity and inclusion and have policies and procedures in place to achieve this.

Equality Objectives 2020 – 2024

1	<p>At the Isle of Wight College, we promote equality, diversity and inclusion as being fundamental to the College’s vision of ‘Putting Students First’ to make a positive difference to people’s lives and promote an inclusive and inspiring college community.</p> <p>Objective 1:1 Ensure compliance with the Equality Act 2010 (EA10) 1:2 Promote British Values 1:3 Advance equality achievement focussing on the areas of attainment, retention and employability</p>		
	Objectives	Actions	Lead
	<p>1.1 We will ensure compliance with our duties as set out in the Equality Act 2020. This includes:</p> <p>1.1.1 Publication of the annual PSED Report</p> <p>1.1.2 Publication of the annual Gender Pay Gap Report</p> <p>1.2 The ongoing promotion of British Values, PREVENT and equality and diversity</p> <p>1.3 We will work to ensure that the achievement rates for minority and disadvantaged groups, including those with a SEND are not more than 5% points lower than their peers.</p> <p>1.4 Report achievement rates for students from minority and disadvantaged backgrounds on an annual basis.</p> <p>1.5 Report progression to HE and employment for students from minority</p>	<ul style="list-style-type: none"> • Annual publication of the PSED (ensuring each of the nine protected characteristics are recorded) report following approval by the Corporation Board • Annual publication of the Gender Pay Gap report following approval by the Corporation Board • Lesson observations to monitor the promotion of British values, PREVENT and equality and diversity, share best practice and provide support when identified • Annual update of the PREVENT Duty risk assessment • Through the college’s robust self-assessment processes monitor and take action to ensure the outcomes for all learners, including those from minority or disadvantaged groups, or those with a SEND • Achievement rates reported through the annual SAR process. • Progression to HE and employment; establish what data regarding student ethnicity and disadvantage is available through UCAS (HE) and the college destinations survey (employment). As necessary, adapt college systems to ensure 	<p>RW</p> <p>DH</p> <p>RW</p> <p>DH</p> <p>RW/FW</p> <p>RW</p> <p>RW/CJ</p>

	and disadvantaged backgrounds on an annual basis.	the necessary data is available to inform the judgements reached during the annual SAR process	
<p>Progress against objectives:</p> <p>1.1 The college continues to meet its obligations as set out in the Equality Act (2010).</p> <p>1.1.1 The college publishes an annual PSED report that provides information on both staff and students across each of the nine protected characteristics.</p> <p>1.1.2 The annual college Gender Pay Gap report is published in March each year following approval by the Corporation Board.</p> <p>1.2 The college is very proactive in the promotion of fundamental British values, equality of opportunity and the Prevent agenda. Ongoing development and promotion of resources and training to these crucial agendas takes place throughout the academic year. For example, the college’s scheme of work template used by all teaching staff includes monthly themes which provide the basis for the promotion and curriculum delivery of equality and diversity throughout each academic year.</p> <p>1.3 The college annual self-assessment report (SAR) includes an evaluation of the achievement rates for minority and disadvantaged groups. The 2020 Quality of Education SAR identifies a number of relevant strengths: ‘Students make very progress in developing their maths and English skills, including those from minority and disadvantaged groups’; ‘Students from minority groups, including those with SEND, achieve very well with no significant gaps for most groups of students’</p> <p>1.3.1 As 1.3 above and reported in the annual PSED report.</p> <p>1.4 Based on the 2018/19 actual destinations data (most recent year available) 80% of college students progressed to a positive destination. Within this cohort, the vast majority of students from minority groups also progressed to their chosen next step in learning or employment, when compared to their peers. For example: male students (734 leavers) 81% (+1% overall), female students (489 leavers) 78% (-3% overall); high needs students (152 leavers) 84% (+4% overall), students who are free college meal recipients (213 leavers) 77% (-3% overall), students who are looked after children (23 leavers) 57% (-23% overall).. Therefore, there is no significant gap in the proportion of students from minority groups who progress to employment or further learning compared to their peers with the exception of looked after children.</p>			
2	<p>The Isle of Wight College will continue to promote equal opportunities for our students and staff, tackling discrimination, bullying and harassment to ensure our students and staff feel that the college is a welcoming and inclusive environment in which to learn and work.</p> <p>2:1 Improving student and staff diversity 2:2 Tackle incidents of discrimination 2:3/2:4 Continue to promote equality, diversity and inclusion learning opportunities for students and staff 2:5 Promote British Values</p>		

	Objectives	Actions	Lead
2	<p>2.1 We will identify more ways to increase the diversity of our workforce and student community.</p> <p>2.2 We will continue to tackle unfair treatment and inappropriate behaviour experienced by staff and students, including discrimination, bullying and harassment.</p> <p>2.3 We will provide further CPD opportunities for staff on all equality, diversity and inclusion areas, including mental health.</p> <p>2.4 We will continue to provide learning opportunities to further develop students understanding of equality, diversity and inclusion as well as raising their awareness of local and national Prevent issues.</p> <p>2.5 We will continue to promote British Values to students and staff.</p>	<ul style="list-style-type: none"> As an equal opportunity employer, we will continue to develop recruitment opportunities to encourage applications from all areas of the community, using social media to raise awareness of under-represented groups. Continue to limit the impact of unconscious bias in our recruitment practices through the continued use of 'blind sifting' when short listing applications. We will monitor and report on incidents of unfair behaviour throughout each academic year to SMT and the Corporation as part of the HR reporting processes. CPD to be identified throughout each academic year appropriate to the needs of individual staff, teams or whole college to increase awareness of equality, diversity and inclusion. All new staff to undertake mandatory equality training. Teams to share best practice across the College e.g. through staff development day activities. Continue to include consideration of equality and diversity during student induction. Support teachers to promote and advance equality and diversity in teaching through signposting opportunities to consider equality and diversity in the cross-college scheme of work. Promotion by events throughout the academic year, provision of learning resources to staff and students. Provide support for teachers in the delivery and promotion of British Values and the Prevent agenda. 	<p>DH</p> <p>DH</p> <p>DH</p> <p>DH</p> <p>DH</p> <p>RW/RB</p> <p>RW/RB</p> <p>RW/RB</p> <p>RB/BB</p>

Progress against objectives:

- 2.1 The college is committed to the principle of equality of opportunity and equal treatment of all employees regardless of their protected characteristics. The college is proud of the gender diversity in the workforce: 64% of staff are female and females account for the majority of staff in each of the four pay quartiles. Pay rates are the same for the same job role. The college promotes recruitment opportunities through local and national publications to ensure the widest possible scope in recruitment. These publications include: INDEED, FE Weekly, IW County Press as well as currently developing recruitment opportunities through the use of diversity publications and websites.
- 2.2 Incidents related to bullying and harassment in the college continue to be very low. In 2019-20 there were 15 incidents compared to 24 in 2018-19.
- 2.3 During 2019-20 academic year 16 employees undertook Mental Health First Aid Training. Mental health (MH) continues to be a main focus for the College with a reinforced focus during the current COVID-19 pandemic. The College was successful in submitting an EU partnership bid with 5 EU partners through the Erasmus+ funding which totalled €129,000 to be shared amongst the 5 partners. The aim of this project: Mind Over Matter (MOM) is to support and train staff to identify the key triggers for mental health issues in young people aged 15+. The College is the lead partner and 10 staff will be training as MHFAs who will then train and support colleagues within the College and more importantly the 5 EU partners. Knowledge, experience and resources will be developed on the two-year life of the project. Induction training for students in 2020 has focussed on resilience which has been a key element for students in light of the current COVID-19 pandemic. Staff have also been able to develop their knowledge and understanding of unconscious bias through staff development day training activities. The college has also been successful in bidding for an education mental health practitioner to be based at the college as part of the Mental Health Support Team project that is being jointly run by the NHS, the local authority, Barnardo's and the Youth Trust.
- 2.4 Equality and diversity awareness to further develop students' understanding takes place throughout each academic year, through activities embedded in the college scheme of work template and equality and diversity themed events. A bank of resources is available to all staff and students on the internal college system as well as lesson plans and materials which have been developed to cover each of the 9 protected characteristics by the E&D manager, LRC Manager and a Curriculum Manager.
- 2.5 British values are promoted to students through the lessons they attend and staff awareness is developed through regular staff development activities. The impact of these actions was noted in the recently concluded 2019-20 Persona development self-assessment report which concluded that: *'The majority of students have a firm understanding of the fundamental British values. Students demonstrate through their behaviour (as observed classroom discussions) a close understanding of fundamental British values*



and having the necessary skills to be successful in a modern, democratic society.' The college PREVENT risk assessment is updated on an annual basis.



Annual Equality and Diversity Statement

The Isle of Wight College respects and values the social and cultural diversity of its students and employees by seeking to ensure that all have the opportunity to participate fully and achieve their potential irrespective of their protected characteristics' as defined by the Equality Act 2010, namely:

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

In achieving this statement, the college is committed to promoting the three aims of the public sector equality duty (PSED) and has in the performance of its corporate responsibilities due regard to the need to:

- **Eliminate** unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010
- **Advance** equality of opportunity between people who share a protected characteristic and people who do not share it; and
- **Foster** good relations between people who share a 'protected characteristic' and people who do not share it

The college achieves the aims of the public sector equality duty by:

- Providing an inclusive learning and work environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation
- Ensuring all policies, procedures and the design and delivery of the college services are free from discrimination and are appropriately monitored to respond to the diverse needs of all students, employees and the wider community
- Promoting awareness of each of the Equality Act 'protected characteristics'
- Investigating any learner and staff concerns
- Promoting a culture within the college that promotes 'positive' behaviours by students, staff and governors

The college champions diversity and inclusion by ensuring that:

- We create a visibly diverse environment which values difference and raises aspiration
- We offer flexible opportunities which meet local learning needs and enable all students to realise their potential
- All governors and staff are clear about standards and strategies to meet diverse learner needs and are equipped to respond effectively



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- We secure the fullest participation of all learners and staff in all areas of college life and act to address under-representation
- We develop a staff profile, management team and governing body which reflect the learner community
- We undertake rigorous and open monitoring of learner and staff performance and experience to identify and act on equality gaps
- We develop comprehensive and imaginative feedback systems to capture learner, staff, governor and stakeholder perceptions of how we are doing and what we could improve
- We value learner and staff feedback to remain alert to patterns of inequality and related concerns which are not identified through statistical monitoring tools.

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