



Equality and Diversity

Statement of intent and objectives

2021 - 2025

Vision

A force for raising aspirations across our communities, where high-performing staff encourage students to stretch the boundaries of their potential and, in partnership with employers develop the workforce of the future.

Mission

To provide skills to enable all students, employer partners and our community to thrive.

Inclusion is at the heart of our values

The college has a set of RICHER values; inclusive practice is at the heart of our values:

Respect – people can be themselves and are accepted for who they are without judgement.

Integrity – everyone can succeed regardless of their background or characteristics.

Collaboration – diversity makes for higher performing teams where everyone has a voice.

High Expectations – no-one will be restricted by limitations imposed by others.

Responsibility – we all have a part to play in ensuring an inclusive organisation.

Why do we care about equality and diversity?

There are a number of reasons why we care deeply about equality, diversity and inclusion. This is not about what the law tells us to do but **what is the right thing to do.**

Research shows that more equal societies are better for everyone. Communities will only thrive and prosper when **every** member of that community is able to succeed. As a college rooted in its communities with a mission that focusses on the success of our staff, our students and our communities, equality, diversity and inclusion is central to the achievement of our objectives.

Equality, diversity and inclusion is about being **valued for who and what we are.** Feeling as though **we can be ourselves** helps us to achieve without obstacles or being restricted by anyone's biased expectations of our ability.

Inclusion for us means:

Access – everyone has equal access to, in and across the college's campuses and online spaces. Students are able to enjoy and complete their learning and staff can develop their careers with **equal ease and dignity.**

Culture – everyone will have a sense of belonging where we feel we **fit in and can be ourselves without judgement.**

Delivery – Knowing that the place, the policies, the curriculum and teaching and learning are designed to be inclusive and have the **flexibility to be tailored to individual needs.**

Celebrating difference and diversity means that we are a more creative, inclusive place to learn and work.

We celebrate the fact that our students, staff, governors and external organisation partners are from different backgrounds with different experiences; because of this:

- We will make better decisions as we draw on the experiences and outlook of our diverse college.
- Listening to different points of view means that we create a culture of respect for one another, where everyone can have a voice.
- Working and learning with people who are different to me, means that I develop my own knowledge and understanding of life in Modern Britain.
- Understanding difference and diversity means that we are better prepared for the world of work.

Our approach means that **we can identify quickly where inequalities may exist.** We will monitor our data and speak to staff and students continually to make sure that where gaps in staff and students' experiences and outcomes exist, we can:

- Identify them quickly.
- Ensure any differences in experiences and outcomes are eliminated.

What does this mean in practice – our objectives?

For students and their learning:

We want our students to leave us equipped with the skills to be successful in the workplace and in life. We know that part of being successful is being able to work, live and thrive in diverse communities and workplaces.

What we intend to do:

We are an organisation where:

- Students feel able to be themselves and be accepted for who they are without judgement.
- Students who need a little extra help are given it so they don't get left behind.
- We are interested in who our students are and how their backgrounds may affect their learning.
- Diversity is celebrated, understood and diversity of thought encouraged.
- Respect is rooted in our culture.
- Harassment and bullying are not tolerated – face-face, online or behind 'someone's back' – we will not accept that 'jokes or banter' excuse this type of behaviour.
- All students can take part in all aspects of their journey with us, with dignity and ease.

How we achieve this in practice?

- Respect is the cornerstone of our behaviour strategy and code of conduct.
- A tutorial programme that enables students to explore, celebrate and understand better the diverse society in which they live.
- Support for students to access their provision and have their individual needs met.
- Pastoral support mechanisms that recognise the journey students are on and provides support, encouragement and praise for their progress.
- Teaching that provides an unbiased insight into the subject.
- A learner voice framework that ensures that students' voices are listened to and acted upon.

How you will see this in action?

- Male and female students studying together on a range of subjects with respect.
- Students from different cultural backgrounds and ethnicities working collaboratively as teams.
- Age is not a barrier to accessing learning – we have courses for everyone regardless of age.
- Learning is flexible to meet the needs of parents and those with caring responsibilities.
- Gay and heterosexual students look out for each other.
- Trans and non-binary students are accepted and supported.
- Students with a disability feel included all the time.
- Students develop an understanding of different cultures, faiths, religions and beliefs through a rich tutorial programme.
- Appropriate and timely support is in place for students who experience financial hardship.
- Bullying, mockery and cruelty are not acceptable and always dealt with swiftly and appropriately.
- Harassment of any kind is not acceptable and will not be tolerated.
- Support for those with experience of local authority care to ensure that any hardship they may have previously or currently experienced does not impede the chances of them securing a positive and prosperous life.

What does excellence look like?

- Students tell us they feel respected and fully included.
- All students, regardless of their background, personal characteristics or their circumstances achieve as well as each other and have the same chance to progress and achieve their career ambitions.

For staff and their working environment

We want to be a workplace where people feel valued and able to make a contribution to the success of the organisation. We know that diverse teams produce more creative thinking, more focussed problem solving and better results, as such we will ensure that our staff team is reflective of our student and wider community.

What we intend to do.

We are an organisation where:

- There is a culture where colleagues can be themselves without judgement or prejudice.
- Colleagues are treated with respect and dignity.
- Everyone's contribution is valued.
- Concerns are taken seriously.
- All colleagues feel able to challenge and have their voice heard.
- A healthy balance between work and life outside of work is promoted.
- We all live by our values and are positive role models for colleagues and students alike.
- Workplace 'banter' that may make others feel uncomfortable is not tolerated.
- Harassment and bullying are dealt with swiftly and robustly.

How we achieve this in practice?

- Positive working relationships with our recognised trades unions.
- An employee council with representation from across the college.
- Weekly drop in sessions where colleagues can meet with and share practice with senior leaders.
- An annual staff survey that allows staff to tell us the kind of organisation we are.
- Organisational policies and procedures that have respect at their heart.
- Flexible working arrangements to help people balance work and life outside of work.
- A culture where people are thanked for their contributions.
- Staff development processes and systems that encourage people to grow.
- Opportunities for progression and development are transparent and fair.
- A system of business improvement projects that enable staff at all levels to affect change.
- Formal monitoring and reporting against a range of E&D measures.

How you will see this in action?

- Deadlines are negotiated with consideration for others and their priorities.
- Collaborative working across teams.
- Respect for individuals and their role – colleagues regardless of the job they do are treated as an equal.
- An 'open culture' where reporting of bullying and harassment are encouraged.
- Line management that is honest, open and supportive.
- Senior leaders that are accessible and act as positive role models.
- Leaders will be receptive to ideas and suggestions for improvement.

What does excellence look like?

- Colleagues tell us they feel valued and respected.
- Colleagues contribute to an open, honest, supportive and inclusive culture.
- All colleagues regardless of their personal characteristics, background or home situation are supported to be high-performing members of our team and given equal opportunities to develop and progress.
- A collaborative and supportive culture where all colleagues work together to achieve college objectives.
- Pay and reward structures that are fair and transparent.

For our leaders and managers

We want our leaders and managers to embody our values and promote and celebrate equality, diversity and inclusion. Our leaders will ensure that our processes, procedures and working practices encourage a culture of inclusion and belonging, they will understand where the gaps may be and be proactive in addressing them.

What we intend to do.

We are an organisation where:

- Resources are used to combat inequality and create an inclusive environment for staff and students.
- Leaders build and value diverse teams.
- Leaders seek to understand the circumstances of individuals so that issues can be addressed compassionately.
- Leaders are open, honest and transparent in working with their teams.
- Bullying and harassment of colleagues by leaders must never happen.
- Leaders thank their teams for their efforts.
- Leaders do not place undue pressure on colleagues.
- Leaders communicate well with their teams.
- Senior leaders are visible and embody the college's values.
- Governors take an active oversight of the work that the college does to ensure inclusion.

How we achieve this in practice?

- A development programme for leaders that enables them to be effective.
- A leadership forum to ensure collaboration and understanding of organisational goals.
- An annual staff survey where we ask staff their perceptions of leaders.
- A planning and self-assessment process that involves all team members.
- Formal structures for raising concerns and having those concerns taken seriously.
- Equality impact assessment processes so that we can assess the impact of our decisions.

How will you see this in action?

- Leaders who listen with compassion and without judgement.
- Leaders who are willing to be flexible to meet the needs of their team and our students.
- Leaders who start and finish meetings on time.
- Leaders that understand that we all have a life outside of work.
- Leaders who are clear and consistent.
- Line managers who meet staff on a one-to-one basis regularly to discuss performance in a collaborative and empowering way.
- Leaders who encourage and welcome challenge.
- Leaders who consult and collaborate rather than dictate.
- Leaders who reflect on their own practice and seek to improve.

What does excellence look like?

- Colleagues tell us that their leaders fully demonstrate the college's values.
- An established culture of mutual respect and understanding.
- An established culture of inclusion and collaboration.
- Excellent communication within and between teams takes place each and every day.

For places and spaces – our environment

We want our spaces and our environment to be accessible and inclusive, this principle will be embedded into the design and development of new spaces and in the refurbishment and development of existing spaces.

What we intend to do.

We are an organisation where:

- Everyone can access our buildings, facilities and equipment with dignity.
- Imagery used in our marketing materials and in our displays celebrates diversity and difference.
- Technology is used creatively to ensure people can be included.
- Staff have an awareness of individual needs and plans are put in place to meet them.
- We consult with staff and students about the design of our spaces.
- There are quiet spaces for those who need them, this includes space for contemplation and prayer.
- Our online space is as inclusive as our physical space.

How we achieve this in practice.

- For students with an identified need, an individual needs assessment which identifies what steps we need to take to support success and progression.
- A learner voice programme that actively seeks feedback on our environment for learning and socialising.
- Adaptation of resources to make sure they are accessible.
- The use of images that are real students so that students see someone that they can relate to.
- Being proud to be a disability confident employer.
- Respect for the college environment is enshrined within our code of conduct and behaviour policy.

How you will see this in action.

- Funding will never be used as an excuse for inaction.
- Students with a range of disabilities learning and socialising within a mainstream college.
- Students being supported in class and in wider activities to access the whole curriculum.
- Entrances that enable people to access our buildings regardless of their needs.
- Toilets and changing rooms that enable trans or non-binary students to access facilities with dignity.
- Access to quiet spaces for staff and students who may have sensory issues.
- Access to spaces for contemplation and prayer.
- Access to specialist transport for those who cannot access college buses.

What does excellence look like?

- Our students and staff tell us that all our spaces are inclusive and accessible.
- Buildings and spaces designed collaboratively with their users.
- Spaces that work for everyone.
- An environment that celebrates difference and diversity.

The legal context – The Equality Act 2016

As a publically funded body we are bound by the Equality Act 2010 and the public sector equality duty. This requires us to have due regard for the need to:

1. Eliminate unlawful discrimination and harassment.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act states that meeting different needs and compliance with the three aims of the duty means that in some cases this may mean treating people more favourably than others. This is sometimes referred to as 'levelling the playing field'. An example of this might be the provision of specialist equipment to a student or staff member with a disability to ensure they can access their course or their work successfully.

The following are the nine protected characteristics listed within the equality duty:

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

In addition, the college works in an area of significant socio-economic deprivation and as such will include disadvantage as part of its statement of intent for equality and diversity.

Our statement of intent sets out how we will reduce inequalities between those that have more and those that have the least. It will prioritise the welfare and success of students whose life circumstances are particularly difficult, this includes young people who have experience of local authority care, who have a social worker, or who have or continue to be affected by childhood trauma.

Our statement of intent identifies how we will meet our public sector equality duty and how we will ensure that we are an inclusive, supportive, environment where regardless of personal circumstance individuals will be supported to thrive.

Each year the college will publish a report on how well we are doing against our equality objectives and how we are meeting the public sector equality duty. Areas for improvement will be identified and incorporated into an annual development plan which is overseen by the equality, diversity and inclusion steering group.

Roles and responsibilities

The senior leadership team will take responsibility for ensuring we meet our objectives, all staff have a responsibility to embed the principles within this statement of intent and will be provided with mandatory training to do so.

Operationally the college has an Equality and Diversity steering group on a rotating basis by one of the Vice Principals and the Director of HR with representation drawn from across the college, the steering group will oversee the implementation of the college's equality and diversity action plan and be formally responsible for reviewing how well we are doing to meet the objectives stated within this document and our equality duty.

How well we are doing will be monitored by the standards committee and workforce development committee of our corporation board.