

Itchen College
Equality, Diversity and Inclusion Policy

Role Responsible:	Deputy Principal
Written by:	Deputy Principal
Date approved:	March 2023
Approved by:	SLT
Publication:	Google Shared Drive
Review cycle:	Bi-annual
Next Review Date:	March 2025

Contents

1. Introduction
2. Scope
3. Purpose
4. Legal Requirements
5. Marketing and Recruitment
6. The Curriculum and Student Experience
7. Equal Opportunities in Employment
8. Equality, Diversity and Inclusion with Stakeholders
9. Training
10. Responsibilities
11. Grievances
12. Procedures

1. Introduction

1.1 Itchen College is an inclusive college. We are committed to realising the ambitions of our communities by raising aspirations, enabling achievement and improving life chances. We promote equality, diversity and inclusion. We have the potential to change lives through education and learning. We empower people to be themselves in college and we celebrate differences. We actively challenge behaviour that does not align with our values of being an inclusive college. We treat everyone with dignity and respect. We strive to ensure that the College environment is free from harassment, bullying or victimisation.

1.2 The college seeks to promote and advance equality of opportunity within education, as an employer and also in working with stakeholders and partner organisations.

2. Scope

2.1 This policy applies to everyone who becomes or seeks to become a member of the Itchen College community whether as a member of staff, applicants, students, parents/carers, contractors, Governors, volunteers, visitors or any other stakeholders. This policy applies to all Itchen College activities.

2.2 At Itchen College we aim to eliminate discrimination on the grounds of age, disability, gender, race, religion or belief, ethnic or national origin, sexual orientation, gender reassignment, pregnancy and maternity, marriage or civil partnership or social class.

3. Purpose

3.1 The purpose of this policy is to make clear the expectations of Itchen College in promoting equality, and inclusion and celebrating diversity to ensure a consistently high quality and proactive approach to fulfilling our responsibilities.

3.2 All members of the college community are required to abide by this policy. Actions and words that are contrary to the word or spirit of this policy will be robustly challenged through appropriate disciplinary measures.

4. Legal Requirements

4.1 This Equality, Diversity and Inclusion policy is based on the Equality Act 2010, which defines the protected characteristics as:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnerships
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sexual Orientation

Whilst all nine protected characteristics apply in the employment duties of the Act, the characteristic of marriage and civil partnerships is not included in the education duties of the Act. It is unlawful to either directly or indirectly discriminate against a person on these grounds.

4.2 Other aspects of a person's identity, background or circumstances can cause them to experience discrimination, for example a person's social-economic status, class, background, appearance or alternative lifestyle. Itchen College is committed to advancing equality and eliminating discrimination on these and other grounds.

5. Marketing and Recruitment

5.1 College marketing and publicity material, recruitment and admission procedures will focus on the individual needs of students.

5.2 Marketing and publicity material will be welcoming to all applicants.

5.3 Recruitment processes will be adapted as required to ensure access for all. All recruitment procedures, promotions, transfers and training for staff will be conducted in a fair and equitable manner.

6. The Curriculum and Student Experience

6.1 The curriculum includes course content, learning and teaching methods, work experience and methods of review, assessment and evaluation. Itchen College will provide a curriculum that offers all students an equal opportunity to achieve their academic potential.

6.2 The curriculum of the college will promote positive images of all people, regardless of age, gender, ethnic group, class, sexual orientation, gender reassignment, physical or cognitive ability or other personal circumstances. In every course and subject the resource materials will be free of discriminatory attitudes, images and language (unless they are to be analysed critically in the context of the pursuit of equal opportunities) and will promote good relations between people from different groups.

6.3 Students will have equal opportunity to access pastoral and academic support, enrichment, facilities, trips and visits.

7. Equal Opportunities in Employment

7.1 All employment processes and systems will be conducted in a fair and equitable manner in accordance with employment law to ensure non-discriminatory practise. This includes, recruitment, promotion, opportunities for training, pay, and benefits, disciplinary, grievance and selection for redundancy.

7.2 Person and job specifications will address only those requirements that are necessary for effective performance of the job. Candidates for employment or premonition will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for individuals.

7.3 The college will monitor the ethnic, gender and age composition of the existing workforce and will consider and take action to address any barriers/bias that may be identified from the monitoring process.

8. Equality Diversity and Inclusion with Stakeholders

8.1 Itchen College will not discriminate against any stakeholders in accordance with the Equality Act 2010.

8.2 Itchen College will expect all stakeholders to follow the principles and legal requirements of equality, diversity and inclusion as established in the Equality Act 2010.

9. Training

9.1 Itchen College will provide training in Equality, Diversity and Inclusion to staff in accordance with the responsibilities of their roles.

9.2 Itchen College will educate students on awareness of Equality, Diversity and Inclusion to support a welcoming and supportive environment for all.

10. Responsibilities

10.1 The Governing Body designates the Principal as having overall responsibility for equality matters at Itchen College. The Deputy Principal supports the Principal in overseeing the Equality, Diversity and Inclusion group.

10.2 All members of the College share the responsibility to:

- create an environment within which progress can be made on equality and where there is genuine inclusion and respect for diversity.

10.3 The Governors are responsible for ensuring that:

- They are aware of the Governing Body's statutory responsibilities in relation to equality legislation.
- Equality and diversity-related policies and the College's Equality Objectives and Action Plan are reviewed and approved.
- The membership of the Governing Body strives to reflect the diversity of the communities served by the college.
- They respond to monitoring information on colleagues, students and applicants.

10.4 The Senior Leadership Team is responsible for:

- Leading a culture free from all forms of discrimination, harassment, victimisation and unacceptable behaviour, where all colleagues value diversity and inclusivity and challenge inappropriate behaviours.
- Leading the College's statutory duties in relation to equality and diversity legislation.
- Ensuring behaviours are modelled and the policy is implemented.
- Ensuring identification of equality objectives and management of the action plan.
- Ensuring that equality, diversity and inclusion are actively embedded and promoted within teaching and learning.
- Ensuring that equality, diversity and inclusion are actively embedded and promoted with work practise.
- Providing appropriate training and development to support equality, diversity and inclusivity across all aspects of college life.

10.5 The Equality & Diversity Lead and the Equality & Diversity Staff Group are responsible for:

- Enabling the College to translate this strategic aims into actions.
- Monitoring and reviewing provision to support equality, diversity and inclusion to be embedded across the College.

10.6 Each staff member is responsible for:

- Actively addressing equality and diversity issues in their day-to-day work.
- Ensuring her or his own behaviour meets appropriate professional standards.

10.7 Each student is responsible for:

- Ensuring her or his own behaviour does not contravene the principles of this policy.

11. Grievances

11.1 If you consider that you may have been unlawfully discriminated against, you may use the College's complaints procedure to make a complaint.

11.2 The college will take any complaint seriously and will seek to resolve any grievance that it upholds. You will not be penalised for raising a complaint, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.

11.3 Use of the College's complaint procedure does not affect your right to make a complaint to an employment tribunal.

12. Procedures

12.1 It is the responsibility of all members of the College community to ensure that the Equality, Diversity and Inclusion Policy is fully implemented and that action is taken in instances of a breach of the policy.

12.2 The College will monitor student and staff recruitment, the curriculum, assessment procedures and student achievement to promote equality, diversity and inclusion, taking action to address any issues arising.

12.3 Allegations of a breach of the policy must be reported to a member of staff by colleagues, students and stakeholders. Students should report an allegation to any member of staff. Staff should report allegations to their line manager and/or HR. Stakeholders should report allegations to the Deputy Principal through the complaint process.

12.4 Initial investigation will be conducted by a manager appointed by the Senior Leadership Team. Where appropriate further investigation and action will be undertaken in accordance with the relevant student support/disciplinary process or staff capability/disciplinary policy.