



Equality and Diversity Statement

The general duties under the Equality Act 2010 require schools to eliminate discrimination, advance equality of opportunity and foster good relations.

To fulfil these duties, we will collect data related to the protected characteristics and use this as part of our college improvement planning process (see equality statistics)

We acknowledge our responsibilities as an employer and will ensure compliance with the Equality Act in regard to the range of functions associated with being an employer.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

We are guided by seven principles which underpin all aspects of the college.

1) All members of the college community are of equal value and therefore these seven principles apply to all:

- Whether they are disabled or not
- Whatever their age, ethnicity, culture, religion, national origin or national status
- Whatever their gender or gender identity
- Whatever their sexual identity

2) We recognise and respect difference.

Our policies, procedures and practices must make allowances so that reasonable adjustments can be made in relation to:

- Disability
- Race
- Age
- Religion/belief
- Sex
- Sexual identity
- Maternity and pregnancy

3) We foster positive attitudes and relationships.

- Everything we do should promote good relations within the college and in the community.
- There should be zero tolerance to prejudice related incidents of any sort.

4) We observe good equality practice in staff recruitment, retention and development.

Our policies and procedures should benefit all employees and potential employees and not create barriers to access for certain groups.

5) We aim to reduce/remove inequalities and barriers that may exist.

We should regularly assess and amend our accessibility policy to enable fair access to all.

6) We should consult widely and often.

When new policies/changes in practice are introduced, the college should ensure everyone is consulted in order to minimise any negative impact on certain groups of stakeholders.

7) Our work should benefit society as a whole.

We should always bear in mind that the college is part of a wider community and we should foster attitudes and practices that lead to greater social cohesion.

Responsibilities

The **governing body** is responsible for ensuring that that the college complies with this legislation.

The **principal** is responsible for its implementation, ensuring that all staff are aware of their responsibilities and are given appropriate training and support: and for taking appropriate action in any cases of unlawful discrimination.

All staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- dealing with any prejudice related incidents that occur
- planning and delivering SOW/lessons that reflect these principles
- supporting students in their class for whom English is an additional language
- supporting SEND students
- respecting religious beliefs and practices.