

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Introduction

- 1.1. The College mission is: "Growing potential for sustainable futures".
- 1.2. Bishop Burton College recognises the benefits that diverse staff and student groups bring. This policy identifies the commitment the College has made to ensure equality of opportunity for students, staff, stakeholders and visitors to Bishop Burton College.
- 1.3. Bishop Burton College is committed encouraging equality, diversity and inclusion among our workforce and student body.

2. Policy Statement

- 2.1. The College, recognises the real educational and business benefits of having a diverse community of staff and students who value one another and contribute to the achievement of the College's mission. The College is fully committed to providing an environment of equal opportunity for all its staff and students including those considering coming to work or study at the College. To achieve this, the College will not tolerate unfair or unlawful discrimination on the grounds of gender, colour, ethnicity, disability, religion, nationality, age, marital status, sexual orientation or any other irrelevant distinction. This policy applies to all staff and students who are involved in activities carried out in the name of the College.

3. Aim

- 3.1. To promote diversity and ensure equality of opportunity for all stakeholders.

4. Objectives

- 4.1. The key objectives of the Policy are:
 - To provide policy and procedures to ensure fair selection, appointment, promotion, education and training of staff.
 - To provide policy and procedures to ensure fair recruitment and provision and education to students.
 - To report on and monitor workforce and student profiling.
 - To ensure compliance with relevant legislation.
 - To provide all staff and students the opportunity to comment and discuss issues of equality and diversity through evaluation questionnaires, tutorials, performance reviews and student representation forums.
 - To provide ongoing programmes of staff and student development to raise awareness of issues relating to equality and diversity.
 - To encourage members of minority groups to apply for jobs and courses to reflect the demographic composition of the sub-region.

- To ensure an ongoing programme of events that raise staff and student awareness of equality and diversity issues with an emphasis on fulfilling the college value of respect for each other.
- To establish and maintain contact with partners and groups who can support the College in meeting the workforce, education and training needs of diverse client groups.
- To review the programme and training course content and delivery in order that they reflect good practice in promoting equality and diversity issues.
- To strictly apply those policies and procedures which ensure the existence of a campus free from discrimination and harassment.

5. Implementation

5.1. Responsibilities

- *Principal and Corporation*

The Principal and Governors have a specific responsibility for ensuring compliance with this policy, relevant legislation and the promotion of good practice in relation to equal opportunities and diversity.

- *All Staff and Students*

Promoting diversity and maintaining equality of opportunity is the responsibility of everyone involved in College activities.

All staff will undertake regular Equality & Diversity awareness training.

- *Equality and Diversity Committee*

The purpose of the Committee is to:

1. Consider and respond to all aspects of Equality and Diversity as they impact on the College.
2. Advise College Management and Board on the implications of new legislation.
3. Formulate and monitor relevant policies, procedures and schemes.
4. Measure and report on progress towards agreed targets.

6. Method of Monitoring

- 6.1. The Equality and Diversity Policy action plan is monitored by the Equality and Diversity Committee termly and reported to Corporation annually.

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This document is available in a variety of formats. Learner Services or main reception will supply guidance on the range.

Policy Approval

Approval by: Corporation	Date: 11 July 2023
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