

Queen Elizabeth Sixth Form College

EQUALITY, DIVERSITY AND INCLUSION POLICY

The College is committed to the promotion and celebration of equality, diversity and Inclusion, and to ensuring equality of opportunity for all its students, employees and users. The College seeks to promote mutual respect and understanding to ensure everyone is able to learn and work in an environment that is free from discrimination, harassment or victimisation.

POLICY

The College will continuously strive to:

- Develop an awareness of equality and diversity issues amongst all staff, students and users;
- Encourage the promotion of equality and diversity in all aspects of College life;
- Ensure that all members of the College community are valued equally;
- Combat discriminatory practices and stereotyping;
- Prevent oppressive behaviour, including all forms of harassment;
- Monitor equal opportunities and investigate any issues which arise;
- Comply fully with the requirements of the Equality Duty, the College's Equality Statement, and all other relevant legislation;
- Eliminate all unlawful direct and indirect discrimination and advance equality of opportunity between people who share a protected characteristic, as defined in the Equality Act 2010, and people who do not share it. The protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race to include ethnic or national origins, colour or nationality; religion or belief which includes lack of belief; sex; sexual orientation; marriage and civil partnership
- Recognise and value diversity, and foster good relations between people who share a protected characteristic as outlined above and those who do not share it.

LGBT+

The College commits to:

- Recruiting students and staff by not discriminating on the grounds of gender identity.
- Working to ensure all of a LGBT+ person's rights are met including using the correct pronouns requested by each individual.
- Recording the student's 'preferred name' ~~and sex~~ (the child's legal name is also recorded).
- Taking into consideration any request for anonymity.
- Responding to any harassment as a serious offence would be dealt with under College's disciplinary procedures.
- Facilitating an LGBT+ Student group, promoting and monitoring College facilities and environment to ensure that they are suitable for all students and staff so all are treated equally and with respect.
- Promoting change in individual behaviour and attitudes that are not accepting of LGBT+ students.

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- Providing support for any member of the College body that is going through the stages of gender reassignment. The College recognises and supports those needing to take periods away from College due to medical appointments/treatments for trans people.
- Providing LGBT+ training to all staff, and additional training is given to those choosing to wear rainbow lanyards (a further source of support for LGBT+ students).
- Celebrating LGBT+ month and other key events in the Diversity and Inclusion calendar.

Race/Ethnicity

The College commits to:

- Recruiting students and staff by not discriminating on the grounds of ethnic identity.
- Working to ensure all lesson resources and College displays include positive images of BAME groups.
- Celebrating Black History Month and other key events in the Diversity and Inclusion calendar.
- Responding to any racial prejudice or discrimination as a serious offence which may lead to the dismissal of the member of staff, or expulsion of the student.
- The provision of a Diversity Student Association group, and an Anti-Racism group, promoting and monitoring College practices to ensure all students and staff of colour are treated equally and with respect.
- The College aims to confront and challenge all behaviours and attitudes that undermine our commitment to racial equality and justice .

Learning Support and SEND

The College commits to:

- Recruiting students and staff by not discriminating on the grounds of additional needs or disability.
- Providing effective support for students with additional needs and disabilities during the process of transition from school to College.
- Providing effective support and reasonable adjustment for all students with additional needs and disabilities throughout the college day.
- Actively seeking the views of those with additional needs and disabilities to inform and shape our practice.
- Provide opportunities for awareness raising and positive role models of those affected by additional needs and disabilities.

Please refer to the College's SEND Information Report for further information.

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POLICY GUIDELINES

1. The College supports the view that legislation and passive support are not sufficient to achieve equality of opportunity. Unfair discrimination is incompatible with good educational practice and will be dealt with under the College's Disciplinary and Grievance procedures.
2. The College believes that Equality, Diversity and Inclusion (EDI) should permeate every aspect of college life, including the whole curriculum and guidance.
3. The College will ensure that, through the Student Support and Guidance System, all students are aware of the College's policy and equality and diversity issues.
4. The College's Staff Development Programme will provide appropriate training for all staff in relation to EDI.
5. The College will seek evidence of Equality and Diversity issues being met in curriculum delivery through its Subject Quality Reviews.
6. The EDI Policy of the College will be summarised in the College Prospectus and be referred to in other college publications.
7. Reasonable adjustments to facilities and practices will be made to avoid discrimination on grounds of disability against any student or person employed by the College or using its facilities.
8. The College will apply its EDI Policy to all areas in the employment process, including the recruitment of new staff. Copies of the policy are available to applicants for employment at the College and all advertising promotes the College's commitment. As a disability symbol employer, all disabled candidates who meet the minimum criteria for a post will be offered an interview in order to encourage workplace diversity.
9. The College acknowledges that all members of the College community should have equal access to the facilities and services offered by the College.
10. A Complaints Procedure is available to students, details of which are available in the College Charter.
11. A Grievance Procedure is available to staff, details of which are available in the Personnel Procedures Manual.
12. The policy will be displayed across the college and will be brought to the attention of all students.
13. The Equality, Diversity and Inclusion Committee will meet every term to consider, develop, monitor and promote equality and diversity issues.

Supporting Documents

- (i) Student Handbook
- (ii) Personnel Procedures Manual
- (iii) College Charter
- (iv) Subject Quality Reviews
- (v) Equality Duty Statement
- (vi) Anti-Bullying Policy
- (vii) Dignity at Work Policy

Items (iii) and (vi) are available from the General Office; (v) is accessible via the College's website www.qeliz.ac.uk