

Document Category	<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Procedure <input type="checkbox"/> Position Statement <input type="checkbox"/> Charter <input type="checkbox"/> Code of Practice <input type="checkbox"/> Report <input type="checkbox"/> Plan
Title	Equality and Diversity
Description	To ensure that all individuals in the college are treated fairly and with dignity and respect
Document Ref	POL-005
Version Number	023
Department/Area	Equality and Diversity
Owner (Post Owner)	Diana Martin
Last Updated	09.11.2021
Date Approved by Corporation/SLG	09.11.2021
Date of Next Review	08.11.2023
Equality Impact Assessed/Screened	YES/ NO
Category	Public/Internal/ Both
Covers	Staff/Learner /Both

Vision

Dudley College of Technology is committed to creating a culture in which equality of opportunity and diversity are promoted actively, discriminatory attitudes are challenged and where unlawful discrimination is not tolerated.

We aim to create an environment where all individuals, irrespective of gender, personal status, ethnic origin, religious belief, sexual orientation, pregnancy or maternity, disability or age have the opportunity to achieve their full potential. The College does not tolerate inequality and discrimination and we welcome opportunities to understand and celebrate the diversity of our staff and students.

The college recognises the real educational and business benefits of having a diverse community of staff and students and is working towards building and maintaining an environment which values and celebrates diversity.

Policy Statement

Dudley College of Technology believes in the principles of social justice and aims to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, sex, gender, gender identity or re-assignment, marital status, caring responsibilities, sexual orientation, race, ethnic origin, colour, nationality, national origin, disability, social status, religion or belief, union membership, political or other ideology.
- It affords all individuals, students and employees the opportunity to fulfil their potential.
- It promotes an inclusive and supportive environment for staff, students, potential students and visitors.
- It provides services that are accessible according to need.
- It recognises the varied contributions made by individuals from diverse backgrounds and wide ranging experiences.
- Effective partnerships with all parts of our community are created.

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This policy applies to all business and academic staff, visiting lecturers, volunteers, students, service users and visitors to the college, together with those contracted to work at or for the college.

Aims of the Policy

The aim of this policy is to ensure that in carrying out its activities the college will have due regard to:

- Promoting equality of opportunity, across all its activities.

Challenging discriminatory attitudes and comments.

- Fostering and promoting good relations between people of a diverse background.
- Eliminating unlawful discrimination, harassment and victimisation.
- Encouraging participation of all.

Underpinning principles

This policy is guided by the following principles, that:

- All staff, students and visitors should enjoy a safe environment free from unfair/unlawful discrimination including harassment, bullying or victimisation.
- All students and employees should have equal access to quality services that are made available by the college.
- All staff and students should have equal access to opportunities for personal, professional or academic training and development, career progression and promotion opportunities.
- All staff and students should be able to participate fully in the work and life of the college and celebrate its diversity.
- Staff and students at the college should reflect the diversity of talent, experience and skills from the local, national and international pool from which it draws its students and workforce.
- Positive action initiatives continue to be used to redress inequalities and unfair / unlawful discriminatory practice.

- In accordance with the underlying principles the College adopts the **International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism** following the non-legally binding working definition of antisemitism: “Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.
In so doing it endorses the Stockholm Declaration of 2016.

Responsibilities

All governors , management, staff and students are responsible for ensuring the college meets its legal obligations in respect of equal opportunities and maintains an environment where there is genuine inclusion and respect for diversity.

Individual members of the college are responsible for promoting equality of opportunity, contributing to an environment free of fear or intimidation and ensuring that their behaviour and actions do not amount to unlawful discrimination, harassment, bullying or victimisation.

Visitors to the college, together with those contracted to work at or for the college will be expected to comply with this policy. Contractors or suppliers should also comply with equal opportunities legislation and if they are unable to demonstrate such compliance they should be excluded from consideration of the contract in question.

The college recognises that it also has moral and social responsibilities that go beyond the legislation and it will contribute to the wider process of change through all aspects of its work and practices in order to eliminate unlawful discrimination and promote Equality & Diversity.

Implementation of the Policy

The successful implementation of this policy relies on the mainstreaming of Equality & Diversity issues within the college’s strategic plan, which in turn, is supported by operational plans of its key client groups, curriculum centres and support areas.

The college has published an Equality, Diversity and Inclusion Commitment which focusses on three specific work strands and associated actions. This document is available in [annex A](#).

The college has also developed additional policies and procedures to support specific areas of Equality & Diversity such as inclusive learning, learning difficulties, mental health, bullying and harassment, staff development and student welfare.

For a full list of related documents please refer to associated policies, procedures and codes of practice listed within this policy.

The college will assess the impact of this policy on staff and students to ensure it does not have an adverse impact for different groups of people, primarily in terms of race, gender, disability, age, religion/belief, sexual orientation, pregnancy and maternity.

Breach of the Policy

The college will take seriously any instances or alleged incidents of non-adherence to the Equality & Diversity policy by students, staff or visitors. Such instances or allegations will be investigated and where appropriate will be considered under the relevant disciplinary procedure for staff or students.

With regard to any breach of the policy by visitors, the college will take appropriate action in relation to the nature of the incident.

Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner as indicated in the How Are We Performing procedure (complaints, compliments and suggestions) and in accordance with the relevant grievance and disciplinary procedures.

Associated Documents

[POL-013 – Human Resources](#)

[POL-016 – Safeguarding](#)

[POL-028 – Information Security](#)

[Anti-Bullying \(Students\)](#)

[Cross College Support for Learners with Disabilities/Special Support Requirements](#)

[Equality and Diversity in Action](#)

[Family Schemes](#)

[Harassment for Employees](#)

[Initial Assessment – English and Maths](#)

[Learning Support for Learners with English, Maths and Dyslexia Needs on Learner](#)

[Responsive and Employer Responsive Programmes](#)

[Key Request>Returns](#)

[Maternity – Staff and Students Who Are New or Expectant Mothers](#)

[Recruitment and Selection](#)

[Safeguarding \(Children and Adults\)](#)

[Students with Learning Difficulties or Disabilities](#)

[Suicidal Intentions \(Disclosure of\)](#)

[SS003 - Student Mental Health](#)

[SS008 – Freedom of Speech](#)

[Bullying and Harassment Staff Guidance \(QS/060\)](#)

[Disability Statement \(QS/011\)](#)

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[Learning Contract \(QS/082\)](#)

[Key Request Form \(QS/088\)](#)

Policy Review

This policy will be reviewed every two years or earlier should it become necessary by the Vice Principal -Curriculum and Standards

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