



POL-005 - EQUALITY & DIVERSITY POLICY

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SCOPE

This policy applies to all employees of the College, volunteers, students, prospective students, service users and visitors to the college, together with those contracted to work at or for the college.

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.

Vision

Dudley College of Technology is committed to creating a culture in which equality of opportunity and diversity and inclusion are actively promoted, 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.

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.
- Working with our local communities.
- Eliminating unlawful discrimination, harassment and victimisation.
- Encouraging participation of all.

Underpinning principles

- All staff, students and visitors should enjoy a safe and inclusive 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.
- The college will have a link EDI Governor.
- The college will produce and publish an annual plan setting out its equality objectives to advance equality and diversity practice.
- Provide relevant training for students (through the tutorial programme) and staff development.
- 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 and national from which it draws its students and workforce.
- The college supports the development of staff and student networks to further equality objectives relating to protected characteristics.
- The college works with a number of different organisations including College's West Midlands Racial Equality group, Association of College's EDI steering group, Multicultural Alliance and National Centre for Equality and Diversity.
- 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. In addition to this we produce and publish an annual EDI report and action plan.

The college ensure that Equality, Diversity and Inclusion is at the heart of all our policies and procedures and equality impact assessments are completed to ensure consideration is being given to the equality implications of all policies, procedures, functions or services on our stakeholders and consider if there are ways to proactively advance equality.

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. The effectiveness of this policy will be monitored through the annual EDI report which will report on both staff and student data and how the college has performed against its annual action plan.

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.

Regarding 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 can be requested

- POL-016 - Safeguarding
- POL-028 - Data Protection
- Anti-Bullying (Students) procedure
- Initial Assessment - English and Maths

- Learning Support for Learners with English, Maths & Dyslexia Needs procedure
- Key Request forms procedure
- Maternity - Staff & Students who are new or expectant mother's procedure
- Recruitment and Selection procedure
- Safeguarding - Children and Adults procedure
- Students with Special Educational Needs and Disabilities procedure
- Suicidal Intentions (Disclosure of) procedure
- Student Mental Health - Code of Practice
- Freedom of Speech - Code of Practice
- Bullying & Harassment - Staff Guidance
- QS_011 - Disability Statement
- QS-082 - Learning Contract
- QS_088 - Lift Key Request Form

Policy Review

This policy will be reviewed every two years or earlier should it become necessary by the Director of Human Resources.