
Equality, Diversity and Inclusion Policy

1 Policy Statement

- 1.1 The City of Bristol College is committed to advancing and promoting equality, diversity and British Values in all our activities for everyone who learns and works within the College Community.
- 1.2 Equality, diversity and British Values are an important part of the mission, values and strategic objectives of the College as we are aware that its success is dependent on attracting and retaining a diverse range of people as staff, learners and partners
- 1.3 The College recognises that excellence is underpinned by educational and training provision and its associated environment and services, which do not close doors to any minority group and meets the needs of individuals from all groups
- 1.4 We aim to embed, sustain and extend good practice in E&D across all areas of the College and through this contribute to: the creation of a confident, skilled and highly motivated workforce; high success rates for all its learners and become the provider and employer of choice in the locality

2 Scope

- 2.1 City of Bristol College is committed to creating an inclusive College where ALL people are treated with dignity and respect and where all forms of prejudice and unfair discrimination are unacceptable.
- 2.2 We respect and value differences in age, disability including physical and mental impairment, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, social/economic inequality and class.
- 2.3 In order to treat all 'fairly' rather than equally and in order to meet the requirements of the of the relevant legislation in particular the Equality Act 2010, the College has due regard to the three aims of the General Equality Duty:
 - 2.3.1 Eliminate unlawful discrimination, harassment and victimisation and other conduct* prohibited by the act
 - 2.3.2 Advance equality of opportunity between people who share a protected characteristic and those that do not
 - 2.3.3 Foster good relations between people who share a protected characteristic and those that do not
- 2.4 City of Bristol College actively promotes the four British Values (Democracy, The Rule of Law, Individual Liberty and Mutual Respect and Tolerance) alongside its stated values (Integrity, Respect, Ambition, Pride) internally and externally and works to ensure that all its learners experience, appreciate and understand both sets of complementary values
- 2.5 The College endeavours to ensure that all staff, learners and partners understand their rights and responsibilities associated with legislation in this area

- 2.6 In order to make judgements about the progress towards the aims in this policy, all associated activity and relevant data will be scrutinised and reported to senior managers on an annual basis. Of particular interest are persistent marginalisation, under-representation, stigmatisation or under-performance of any group
- 2.7 The College Equality Strategy supported by an Action Plan will make reference to impact measures and Equality Impact Assessments for College policies

Responsibilities

Governing Body – has a key role in ensuring that the College is an inclusive organisation where all can work, learn and reach their potential. It is the Governors role to ensure that the Equality and Diversity and Inclusion policy is reviewed by the relevant committee and approved by the corporation on a 3 year basis or earlier if required

Principal and Executive Team – to give a consistent and high profile lead on equality, diversity and inclusion issues, promoting equality, diversity and inclusion inside and outside the College. The Team ensure that effective training in all aspects of Equality and Diversity is facilitated

Equality and Diversity Lead – acts to ensure that all aspects of the College policy are kept up to date, the Equality, Diversity and Inclusion strategy and action plan are created and implemented. The E&D lead also provides support and guidance when required

All Managers – to deliver the College's statutory duties in relation to equality, diversity and inclusion. In particular to implement the following: promote access to learning for disadvantaged groups; promote equality and celebrate diversity; tackle bullying and discrimination; narrow the achievement gap of disadvantaged groups.

Teachers and Work Based Assessors – All teachers and work based assessors are required to facilitate Tutorial and enrichment activities to ensure that learners understand their rights and responsibilities, embed principles of equality and diversity into curriculum as appropriate, challenge any discriminatory and bullying behaviour in the classroom and in the workplace

Learners – are expected to show respect to staff and other learners. All learners are encouraged to report any incidents of bullying, discrimination or unfair treatment

Human Resources – all human resources procedures will conform to legal requirements, and promote equality and diversity. Regular reviews of human resource statistics will identify any emerging themes or issues and these will be addressed as part of the Equality and Diversity Strategy and action plan

Marketing – publicity materials will present diverse images and messages to demonstrate the College's commitment to equality diversity and inclusion to ensure that the College reputation is maintained at all times

Learner Services – will apply equality principles in the delivery of their services (welfare and learning support), promoting access to all, and encouraging participation by all groups as appropriate

Technical Support (inc. Buildings and IT) – will ensure that college provision is accessible to all learners and staff including those in disadvantaged groups and will build equality considerations in relationships with suppliers

Partners, Contractors and Visitors – Partner organisations are required to fulfil their legal responsibilities and will be monitored to this effect as part of the contract agreement. Contractors and visitors are expected to abide by the College's policy and procedures whilst on site

Definitions

Additional Legislation

Under the Equality Act 2010 the headings of age, disability, race, religion or belief, gender, sexual orientation, gender reassignment, marriage/civil partnership, pregnancy and maternity are now known as Protected Characteristics. We will also consider issues of socio-economic inequality and class that are not required under the Act. A strategy and Action Plan will be monitored and reviewed annually.

City of Bristol College will also adhere to its duties under all relevant legislation including but not limited to the following:

- Equality Act 2010
- Equality Act 2006
- Equal Pay Act 1976
- Sex Discrimination Act 1975
- Race Relations Act 1976 and Amendment 2000
- The Race Relations Act 1976 (Amendment) Regulations 2003
- Disability Discrimination Act 1995
- Employment Act 2002
- The Employment Equality (Age) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003

Equality Strategy and Action Plan (aka Single Equality Scheme, aka equality implementation plan)

The Single Equality Scheme should include objectives and action associated with four key objectives, to:

- use relationship management to advance equality
- build equality into decisions and activities
- support equality self-improvement and promote good practice
- develop a fair, inclusive and diverse working environment for staff

Protected Characteristics

These are the grounds upon which discrimination is unlawful.

Types of Discrimination

The Equality Act 2010 sets out seven different types of discrimination. These are:

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic.

Associative discrimination

Associative discrimination occurs when someone is directly discriminated against because they are associated with another person who possesses a Protected Characteristic.

Discrimination by perception

Discrimination by perception occurs when someone is directly discriminated against because others think that they possess a particular Protected Characteristic. They do not necessarily have to possess the characteristic, just be perceived to have the characteristic.

Indirect discrimination

Indirect discrimination occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular Protected Characteristic.

Harassment

Harassment occurs when there is behaviour that is deemed offensive by the recipient. Affected persons can complain of behaviour that they find offensive even if it is not directed at them.

For behaviour to count as harassment in equality law, it has to be one of three types:

- unwanted behaviour related to the protected characteristics listed in the Equality Act 2010
- sexual harassment
- less favourable treatment because of submission to or rejection of previous sex or gender reassignment harassment

Harassment by a third party

Harassment by a third party occurs when an employer subjecting their employee to harassment where:

- a third party subjects the employee to harassment in the course of the employee's employment
- the employer fails to take reasonably practicable steps to protect their employee from that third-party harassment
- the harassment is known to have occurred on at least two previous occasions
- the third-party harasser does not have to be the same individual on each occasion or employed by the same organisation

Victimisation

Victimisation occurs when someone is treated badly because they have made or supported a complaint or grievance under this Equality Act 2010. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint. There is no longer a need to compare treatment of a complainant with that of a person who has not made or supported a complainant under the Act.

Discrimination arising from disability

Treating disabled people unfavourably when using their services for a reason connected with disability

Linked policies and procedures

To underpin this policy, the College has a number of related procedures and processes. These include:

- Human Resource policies and procedures including grievance, discipline and whistleblowing
- Staff and Student Code of Conduct
- Safeguarding Policy and procedures including the PREVENT strategy
- Additional Support Policy and procedures
- Learner Support Fund procedures, including Free School Meals
- Bullying and Harassment Policy
- Student Disciplinary Policy
- Supporting Students with Medical Needs Policy
- Tutorial and Enrichment plans including schedules of celebratory events
- Data Protection Policy

- Equality, Diversity and Inclusion Strategy and Action Plan
- HE policies and procedures

Review frequency: 3 years

Lead officer: Equality and Diversity Lead

Senior Manager Responsible: Director Marketing, Communications and Student Experience