

## **Equality, Diversity and Inclusion Policy (Reviewd 13/03/2023)**

### **1 Introduction**

1.1 Derby Skillbuild ('The College') is committed to being inclusive as we see diverse population of both learners and staff as one of the college's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the College's activities.

1.2 This policy applies equally to current and prospective members of the College community, including, parents and staff.

1.3 Derby Skillbuild is committed to a zero tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under the protected characteristics - Equality Act 2010. The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex and sexual orientation.

1.4 This policy is made available on the Derby Skillbuild website and can be made available on request. .

1.5 The college is committed to promoting and developing inclusion & equality of opportunity in all its functions and will seek to do this by:

- Communicating its commitment to equality and diversity to all members of its community
- Ensuring all staff and pupils are aware of the aims of this policy
- Briefing for staff and pupils on the Equality, Diversity and Inclusion Policy
- Developing monitoring, evaluation and review mechanisms of school policies and procedures and decision-making
- Demonstrating our zero tolerance attitude towards discrimination by taking all allegations seriously.

### **2 Responsibility**

2.1 The Board of Trustees and Head of Operations have the responsibility for ensuring that the college operates within the legal framework for equality and for implementing the policy throughout the organisation.

2.2 Staff, Learners and Parents/Carers are responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

### **3 The Legal Framework**

3.1 Discrimination can take the following forms. including:

- **Direct Discrimination** - This occurs where a person is treated less favourably than others because of their actual or perceived protected characteristic.
- **Indirect Discrimination** - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.

- **Disability Discrimination** - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.
- **Victimisation** - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under legislation.
- **Harassment** – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual’s dignity or creating a hostile, humiliating or offensive environment for that individual.

## 4 Aims and Values

4.1 The aims of this policy and Derby Skillbuild’s ethos as a whole are to:

- Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language.
- Eliminate unlawful discrimination on the grounds of any of the protected characteristics.
- Promote equality of opportunity for all members of the college community.
- Provide a secure environment in which all our learners can thrive and achieve all of the outcomes of Every Child Matters and Keeping children safe in education Comply with the college’s equality obligations contained in the Equality Act 2010.
- Provide a learning environment where learners feel they belong.
- Prepare learners for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community.
- Provide and promote positive information about the diversity of UK society
- Actively challenge discrimination and ensure that all members of the college community learn from these experiences.
- Embed inclusion through all our programmes & activities.

4.2 To achieve these aims we will:

- Involve, where reasonably practicable, all members of the college community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- Publish and share policies to the whole college community
- Collect and analyse data (such as admissions data and examination results) to monitor any potential disadvantage amongst the pupil body
- Help to overcome any potential barriers to learning by providing for learners’ diverse needs and learning styles including any learning support needs and/or disabilities a pupil may have.
- Ensure that EEP sessions promotes and celebrates equality and diversity
- Operate a clear zero tolerance policy towards abusive or discriminatory behaviour
- Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination

4.3 Derby Skillbuild aims to promote inclusion and tackle any form of discrimination and actively promote harmonious relations in all areas of college life and with our key partners such as parents and other organisations. We seek to remove any barriers to access, participation, progression, attainment and achievement.

## 5 Admissions

5.1 Derby Skillbuild treats every application for admission in a fair and equal way in accordance with this policy and the Derby Skillbuild Admissions Policy. The School accepts applications from anyone irrespective of any protected characteristic.

5.2 Learners must inform Derby Skillbuild when completing an application form of any special circumstances affecting them (such as learning support needs) which may affect their ability to fully participate in the education provided by Derby Skillbuild. Derby Skillbuild will not offer a place to a learner if, after reasonable adjustments have been considered, the college cannot adequately cater for and/or meet their needs.

## 6 Educational Services

6.1 Derby Skillbuild affords all accepted learners access to educational provision including all benefits, services and facilities irrespective of any protected characteristic subject to the School's obligations under the Equality Act 2010 and considerations of safety and welfare.

6.2 Derby Skillbuild will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

6.3 Derby Skillbuild will seek to educate learners in a multicultural, anti-racist environment.

6.4 Derby Skillbuild recognises that discrimination may be, direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the 'Punctilio'

6.5 Derby Skillbuild will:

- Treat all members of the college community with respect and dignity and seek to provide a positive working and learning environment free from discrimination.
- Endeavour to meet the needs of all learners and ensure that there is no unlawful discrimination on the grounds of any of the protected characteristics listed above
- Ensure those learners with an Education Health and Care Plan receive necessary educational and welfare support
- Ensure that pupils with English as additional language receive additional support, such as extra English tuition, where required
- Monitor the admission and progress of learners from different backgrounds
- Challenge inappropriate discriminatory behaviour by learners, staff and parents/Carers
- Ensure that all staff are aware of their responsibilities to promote equality of opportunity and are given appropriate training and support through The Educare Online Training Service.
- Work with parents and external agencies where appropriate to combat and prevent discrimination in college

- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive practices.

## 7 Religious Belief

7.1 Derby Skillbuild is inclusive; welcomes and respects the rights and freedoms of individuals from other religions and faiths (or no religion or faith).

## 8 Reasonable Adjustments

8.1 Derby Skillbuild has an ongoing duty to make reasonable adjustments for learners with a disability to ensure they do not suffer a substantial disadvantage in comparison to non-disabled learners. Derby Skillbuild will inform and consult with parents and other relevant agencies about what reasonable adjustments, if any, the college is able to make for a learner. Derby Skillbuild will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and, for example, the resources available to the School. Derby Skillbuild has a duty to make reasonable adjustments for staff and learners who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender.

8.2 Derby Skillbuild is not legally required to make alterations to the college's physical environment as part of any reasonable adjustment. However, the college monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage caused to disabled pupils.

## 9 Responsibilities

### The Board of Trustees

9.1 It is the Board of Trustees' responsibility to:

- Ensure that this policy is fit for purpose.
- To act on this policy in place of the Head of Operations should a conflict of interest arise
- To review any substantial changes made as part of the annual review process
- (d) Be involved, together with the Head, in dealing with serious breaches of this policy.

### The Head

9.2 It is the Head of Operations' responsibility to:

- Ensure effective implementation of this policy and its and procedures
- Review this policy on an annual basis.
- Ensure that all staff are sufficiently aware and trained within equality & diversity
- Actively challenge and take appropriate action in any cases of discriminatory practice within the college, be it by staff, pupils, parents or visitors
- Have procedures in place to deal effectively with any reported incidents of discrimination, victimization or harassment
- Ensure that all visitors and contractors are aware of, and comply with this policy.

### All Staff

9.3 It is the responsibility of all staff to:

- Positively role model inclusive behaviour
- Actively challenge any form of discrimination, victimization, harassment or bullying
- Promote an inclusive curriculum, identify and challenge bias and stereotyping within the college's general curriculum.
- Derby Skillbuild is committed to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate providers.

## 10 Concerns and Complaints

10.1 The college will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any pupil who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to their tutor in the first instance and if this not appropriate any member of staff at Derby Skillbuild to seek remedy to such matters.

10.2 Any pupil who harasses another pupil on the grounds of any protected characteristic will be subject to Derby Skillbuild's disciplinary measures

10.3 If parents feel this policy has been breached they should raise their concern or complaint through the Derby Skillbuild Malpractice, Appeals & Complaints policy.

## 11 Monitoring and Review

11.1 This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination.

11.2 This policy is reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the college's equality obligations.

November 2020 – Neal Brown – Head of Operations

Reviewed November 2021 – Neal Brown