Equality, Diversity and Inclusion

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1. Introduction

Callywith College has a commitment to meet the general and specific duties contained in The Equality Act 2010. The college recognises the educational and business benefits of having a diverse community of staff and learners who value one another and contribute to the achievement of the College's mission:

'to provide the best possible learning experience leading to the highest possible level of achievement by our students'.

As a college we aim to create a culture of inclusiveness and to challenge discrimination in order to remove barriers to the educational and personal progression of individual learners. To achieve this aim, the college will not tolerate unfair or unlawful discrimination.

This policy covers statutory duties which include race, disability, age and gender, and also encompasses the broader single equality duty covering the following Protected Characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Note: The Socio-economic background of an individual is not one of the Protected Characteristics under the Equality Act 2010. From an educational stance however, the social and educational background is relevant when guiding and supporting learners through their education. When students are from an area of high deprivation, they may have poor prior educational attainment and low expectations which may impact negatively on the success of the individual if they are not identified and supported appropriately.

This Policy sets out the College's equality principles, aims and objectives and associated action plan for implementation for the period 2017-20. The scheme describes how the college will:
- Promote equality of opportunity and avoid discrimination
- Place the advancement of inclusion, equality and diversity at the centre of its work
- Ensure that Callywith College operates best practice as an employer in pursuit of equality

2.   The Local Context of Callywith College

(Data taken from 2011 census unless otherwise stated)

- Cornwall has a population of 532,273
- Cornwall has an aging population
- 52% of the Cornish population is female
- 79% of people identified their health as good
- 12% of the population are unpaid carers
- 93% of people in Cornwall were born in England
- 98.2% of the population are White
- 1.8% of the population are from non-white BME ethnic groups compared to 4.6% in the South West and 14% in England and Wales.
- 9.9% of people stated Cornish as their national identity
- 98% of people aged over 16 have English as their main language
- The main religion in Cornwall is Christian (60%). There was a 94% increase in people declaring no religion.
- 50% of the population are married.
- 900 people were registered in same-sex civil partnerships.
- 73% of the population are of working age (16-74) with 37% female.
- 25% of the population are qualified at Level 4 and above.
- 22% of the population have no qualifications.
- The most common occupation is 'skilled trades occupations' e.g. electronic, construction, textile and printing trades.
- Cornwall has a higher proportion of working age people who are disabled than nationally (Labour Force Survey)
- It is estimated that there are between 500 people in Cornwall with moderate or severe learning difficulties (Joint strategic needs assessment for people in Cornwall with learning disabilities 2011)
- Nearly 600 young carers (aged 4-18) have been identified in Cornwall (Cornwall County Council 2014)
- Lone parents in Cornwall are much more likely to be female

3.   The Legislative Context

The Equality Act 2010 replaces all existing anti-discrimination laws and includes a new public sector Equality Duty. The main aims of the 2010 Act are to provide protection of the Protected Characteristics from the following prohibited conduct:

- Direct discrimination;
- Indirect discrimination;
- Victimisation; and
- Harassment

The Equality Duty consists of a general duty, which is set out in the Act itself and new specific duties.

The general duty of Callywith College

Section 149 of the Act imposes a general duty on Callywith College, when exercising their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups; and
- Foster good relations between different groups

The legislation makes it clear that complying with the duty might mean treating some people more favourably than others, where doing so is permitted by the Act, such as taking positive action to promote equality, or making reasonable adjustments for disabled people.

a.   The Specific Duties of Callywith College

The Equality Act 2010 (Specific Duties) Regulations 2001 creates two specific duties designed to help the public bodies meet the general duty.

i.   Publication of equality data

Callywith College (if it becomes an employer with 150 or more employees) is required to publish information demonstrating its compliance with the general equality duty. This must include information relating to the protected characteristics of its staff and people affected by its policies and practices annually in line with the EHRC Code of Practice and guidance.

ii.   Setting equality objectives

Callywith College must set objectives to achieve in relation to equality and publish these. The objectives should relate to how the public body intends to further the aims of the Equality Duty. The objectives must be specific and measurable, including how progress will be measured. At least one objective must be set although public bodies may choose to set more than this. New objectives must be set at least every four years.

iii.   Publication

Callywith College must publish the information that is required to be published in a manner which is reasonably accessible to the public (this can be part of another document).

**4.	Involving people in the development and review of the scheme**

The college will actively seek to involve stakeholders in the development, implementation and assessment of this policy by:

- Involving staff in meeting individual needs
- Involving staff in reviewing organisational data
- Involving staff in setting priorities for further data gathering and action planning
- Involving staff and students in assessing the impact of policy and procedures
- Involving students through course reviews
- Involving students through learner voice meetings
- Involving Governors in monitoring relevant college complaints
- Involving senior managers in setting strategic objectives to meet the Equality duty
- Involving Governors through the annual Equal Opportunities Monitoring Report

Much of the above work will be undertaken and monitored by the College Equality and Diversity group.

The college will also use information on good practice from organisations such as the Equality and Human Rights Commission and relevant government reports.

**5.	Principles, Aims and Objectives of our Equality, Diversity and Inclusion Policy**

**5.1	Principles**

Callywith College aims to be recognised as a leader of equality and diversity in its work and as an example of good practice. This Policy sets out the framework within which the College intends to promote equality for and prevent discrimination against, our students, staff, governors and visitors. We respect and wish to celebrate the diversity of our students and staff and we recognise the social and intellectual benefits of a diverse student population. As a College we will seek to eliminate direct discrimination, indirect discrimination, victimisation and harassment. Success of the college's Policy will require ownership by Governors, Senior Management, all staff, all students and the college community.

a)	Discrimination, harassment and victimisation, direct or indirect, is unjust. It is the right of all individuals to expect fair treatment.

b)	All members of the College - governor, employee, student or visitor - will be valued equally and treated considerately.

c) The promotion of excellent practice in equality and diversity will be central to all aspects of College life: learning, teaching, employment, environment, student services.

d) All students are entitled to an inclusive learning environment and the provision of an accessible curriculum.

e) Staff and students are entitled to dignity and respect in the workplace and learning environment.

f) The commitment and involvement of staff and students is essential to the implementation of our Policy.

5.2 Aims

The central aim of the College's Policy is to require action which will remove any existing barriers to all staff, students, governors and visitors, irrespective of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

5.3 Objectives

The College has agreed to maintain the following objectives:

A   Planning, Monitoring and Evaluation

Objective 1   to embed within the College structure coherent and robust planning, management and decision-making processes associated with the provision of services/support for all students and staff

Objective 2   to ensure that the College's commitment to all students and staff is embedded in its strategies and policies

Objective 3   to carry out systematic evaluation of progress towards providing for the needs of all students and staff as an integral part of the College's planning and review cycle

B   Pre-enrolment, Enrolment and Induction

Objective 1   to ensure that the College's procedures for pre-enrolment, enrolment and induction are fully accessible to all students

Objective 2   to make specialist information, advice and guidance available to all applicant students and new students complying with the matrix quality standard

Objective 3   to record equality information disclosed about a student at the earliest opportunity on the College's Management Information Systems and to consider the implications of this information for the student's experience with the College

Objective 4   to provide comprehensive support to all applicant students and new students to enable them to access College courses, services and facilities wherever possible

C   Teaching and Learning

Objective 1   to provide a clear and coherent learning experience for all students which actively promotes equality, diversity and inclusion

Objective 2   to maximise the opportunities for all students to achieve the same learning outcomes

Objective 3   to design all teaching and teaching materials to be accessible to all students wherever possible

Objective 4   to provide accessible examination and assessment arrangements for all students wherever possible

D   Student Support and Guidance

Objective 1   to provide clear and coherent tutorial support for all students

Objective 2   to ensure accessibility for all students to the full range of Student Services, including Learning Support

E   Staff Recruitment, Employment and Development

1   Staff Recruitment

Objective 1.1   actively to promote the College as an equality aware employer and an Investor in People

Objective 1.2   to ensure that all applicants receive full and fair treatment and are considered solely on their ability to do the job

Objective 1.3   to ensure that all disabled applicants whose skills and experience meet the essential criteria of the person specification are interviewed

2   Staff Employment Policies and Procedures

Objective 2.1   to review and develop further the College's employment policies and procedures in order to provide a barrier-free environment for all staff

Objective 2.2   to ensure that the work environment and working practices do not constitute unnecessary barriers which may prevent employees participating fully in the life of the College

Objective 2.3   to retain staff who become disabled in their current role wherever possible or to find a suitable alternative role if available (and to provide retraining where reasonable)

3   Staff Development

Objective 3.1   to provide staff development and resources to raise staff awareness of issues relating to equality, diversity and inclusion

Objective 3.2   to support the development of the skills and potential of all staff through staff development and promotion opportunities

Objective 3.3   to ensure that all staff teaching students with disabilities have access to relevant information and are supported in their work

Objective 3.4   to integrate appropriate forms of on-going training on equality and diversity issues into the College's staff development programme

F   Accessible Documentation

        Objective 1   to ensure that where practicable all College documentation and publications are accessible to all staff, students, governors and the wider community

G   Accessible Site

        Objective 1   to ensure that where practicable, all new and existing College buildings are accessible

        Objective 2   to ensure that access issues are built into new policies and procedures as these are developed and into new projects whether new build or refurbishment

6.   Equality Impact Assessments

Impact assessment is not an end in itself, but is the process which the College must go through in order to:

- identify and act upon the need to modify policies and practices;

- have better regard to the promotion of equality of opportunity;

- eliminate unlawful discrimination (for all aspects of equality, including disability).

Impact assessments of college policies and practices will be undertaken by the College Equality and Diversity Group. The Senior Management Team and Governors will be updated as appropriate.

The impact of the College EDI initiatives will be monitored through measures such as:

- teaching and learning observations

- feedback from students and staff via surveys, learner voice meetings and other measures

- analysis of complaints and incident logs

- inspection by Ofsted and other quality assurance bodies

- data and information relating to student admission, retention, progress and achievement

- analysis of staff recruitment and selection

Publication and Action Plan

This scheme will be published on the College website and reference will be made to it in key documents aimed at staff and learners. Feedback will be invited through the College website.

The Action Plan will be updated on an annual basis.

Callywith College Equality, Diversity and Inclusion 2017 – 2020 Action Plan

Action	Outcome	By Whom	Target Date	Review
Focus on promoting EDI issues within the curriculum and through teaching and learning: Ensure EDI analysis incorporated into lesson observation, appraisal and curriculum self-assessment	Promotion of EDI to be a strength within teaching and learning observations in all programme areas		July 2018	
Implement a Student Bullying Log (in addition to Safeguarding and complaints records) to look for any trends. Designated Safeguarding Lead to be appointed	To raise the profile of safeguarding within the student body and monitor safeguarding incidents through the disciplinary and student bullying logs to ensure that there are no trends of bullying and that disciplinary logs show consistency of application and fair sanctions		September 2017	
Establish provision to support students with Mental Health needs	Promotion and advancement of the voice, views and support for those learners who are disabled, including a hidden disability or who have mental health needs.		September 2017	
Staff development training plans to ensure on-going inclusive opportunities. Develop use of EDI Champions	Rolling programme of EDI training as part of staff development programme.		July 2018	
Hold events to promote EDI	Range of events involving external		April 2018	

Action	Outcome	By Whom	Target Date	Review
embracing the wider community and key stakeholders.	agencies and the local community including the annual EDI fair			
Promotion EDI via the college website	Raise awareness of college's commitment to EDI		September 2017	