

Equity, Diversity & Inclusion Policy

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Board of governors' committee	
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Date of Board approval	

Introduction and Scope

Stanmore College is fully committed to promoting, maintaining and supporting equity and diversity in all aspects of its work. Stanmore College aims to create an environment where all individuals have the opportunity to achieve their full potential to provide equity of opportunity and create a community in which diversity is valued. The College seeks to provide a positive learning and working environment, free from discrimination, harassment or victimisation.

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1. Equity Values, Principles and Standards

This policy is underpinned by the following values, principles and standards:

- equality and social justice
- respect for others
- acknowledging and valuing diversity
- elimination of all forms of discriminatory attitudes and behaviour
- commitment to inclusive education which enables and assists all students to develop their full potential
- commitment to the positive development of all staff
- accountability for compliance with this policy for all members of the College community and others engaged in College business or activities

2. Background

The Equality Act 2010:

The Equality Act 2010 became law on 1st October 2010. The Act introduces common definitions of discrimination. The nine 'protected characteristics' under the Act are:

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

Students and staff must be protected from discrimination and harassment on these grounds. The Act also protects against discrimination by association and perception, e.g. a partner or carer of someone with a protected characteristic should also be protected from discrimination and harassment.

3. Public Sector Equality Duty

3.1 The Public sector Equality Duty is set out in section 149 of the Act and came into force on 5th April 2011.

3.2 The Equality Duty has **three aims**. It requires public bodies to have **due regard** to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

3.3 Stanmore College must have due regard to these duties in the carrying out of its functions. Having *due regard* means consciously thinking about the three aims of the general duty as part of the process of decision-making.

For example, having due regard to the need to ***advance equality of opportunity*** involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics.
- meet the needs of people with protected characteristics; and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others

4. Specific duties

4.1 The Public Sector specific duty requires all public bodies to publish information to demonstrate the extent to which it furthered the aims of the general equality duty. Subsequent information must be published at least annually.

4.2 The regulations require public bodies to:

- Publish equality objectives every four years
- Publish information annually to demonstrate their compliance with the general Equality Duty;

Publish information relating to their employees (for bodies with 150 or more staff) and others affected by their policies and practices (such as service users, e.g. students).

4.3 All information must be published in a way that is accessible to the public.

4.3.1 Stanmore College will uphold its public sector duty as outlined above and actively seek to ensure that both students and staff experience equity of opportunity and are free from harassment, discrimination or victimisation of any kind, regarding protected characteristic

4.3.2 Stanmore College will comply with all legislation, regulations, statutory and non-statutory codes of practice and our contractual requirements relating to equity and diversity.

4.3.3 Stanmore College will challenge all forms of inequity, discrimination and harassment, and actively promote opportunities for the groups mentioned in 1.0 and foster good relations between them. This work is regarded as the responsibility of **all staff** in Stanmore College.

4.3.3 Any action which contravenes this policy renders individuals employed by Stanmore College or students liable for disciplinary action. Evidence of discrimination or harassment may be considered as gross misconduct. Clients or contractors who contravene the policy can expect appropriate action.

5. The College's Equity, Diversity and Inclusion Policy- Purpose

The College's Equity, Diversity and Inclusion Policy will:

- ensure equality of access to all potential students.
- ensure that all students enjoy equal access in terms of curriculum, assessment, support services and resources.
- ensure that discrimination, harassment and victimisation are not tolerated under any circumstances.
- work towards a staff team that reflects and complements our communities and clients.
- ensure that all members of staff understand the significance of equity of opportunity and know how to implement it in their work.
- ensure that effective systems for the monitoring and evaluation of equal opportunities are in place.
- comply with all current equalities legislation including the Equality Act 2010

6. Policy implementation

The College will ensure that this policy is implemented through the following measures:

Students

- publishing course information that promotes equity of opportunity and is free from explicit or implicit discrimination.
- providing written entry criteria for student applicants which are free from any form of discriminatory practice.
- providing application and enrolment procedures which are free from any form of discriminatory practice
- providing impartial guidance for all student applicants to ensure their placement on appropriate courses which offer success and progression.
- providing relevant support to students with additional learning needs, to enable all students to achieve
- ensuring that the curriculum meets and reflects the diversity of our potential and current student body and the community.
- where relevant, ensuring that issues relating to the 9 protected characteristics are central to curriculum delivery and embedded within the teaching of subjects as a cross-curricular theme.
- ensuring that all teaching and learning materials include positive images in respect of the 9 protected characteristics.
- ensuring that all assessment strategies and materials are fair and reliable.
- where relevant, ensuring that issues relating to the 9 protected characteristics are central to tutorial delivery and the pastoral curriculum

- ensuring that all students have equal access to the full range of support services within the College, and that the proactive promotion of these services is published through a wide range of methods in order to ensure all students are aware of the support services available to them
- monitoring data on student applications, enrolment, retention and achievement in terms of ethnicity, gender and disability with a view to comparing trends and highlighting and improving any imbalances identified
- monitoring complaints and exclusion data to be alert to any trends and any ensuing action needed.
- monitoring student progression in terms of ethnicity, gender and disability, including progression within the College and progression into other educational institutions and, where possible, progression to employment.

Staff

- having a recruitment policy which positively supports equality of opportunity.
- encouraging and enabling under-represented staff groups to progress within the organisation
- providing staff development to meet the training needs of staff to work with diverse groups and individuals.
- ensuring that all newly appointed staff, full and part-time, attend an induction programme.
- ensuring that all members of staff attend training relating to equity, diversity and inclusion on a regular basis.
- monitoring staff recruitment in terms of protected characteristics other than marital status and pregnancy.
- ensuring that other providers that the College works with on a collaborative or subcontracted basis are also following our expectations in terms of their policies and implementation of equity of opportunity principles.

Stanmore College strives to create a harmonious interfaith environment through its links with local communities. The College:

- Facilitates relevant multi-faith activities/discussions
- Displays information on festivals taking place during the year
- Provides a multi-faith room for private reflection and prayer.

7. College structure

The EDI committee will oversee the policy and the Stanmore College EDI action plan

8. Compliance

- Staff and students who are in breach of the policy will be subject to action under the appropriate disciplinary procedure.

- Contractors and members of the public who act in a discriminatory manner will be banned from College premises.
- This policy will be reviewed and amended/updated, as required, to comply with current legislation.
- An annual report on equity and diversity matters will be prepared and submitted to governors.

9. Impact Assessment

New policies and policy updates are submitted with an Impact Assessment. These are reviewed by SLT at the point of approval.

10. Dissemination of Equity, Diversity and Inclusion Policy

- A copy of the Policy will be available on the website and intranet.
- Stanmore will promote its equity, diversity and inclusion policies to staff through training, development and the induction programme for new staff
- All college policies will be required to promote and make appropriate reference to equity, diversity and inclusion matters where appropriate
- All students will receive a briefing on equity and diversity during induction. Additional guidance will be available through the college's tutorial programme and promoted through student events.

11. Associated Policies

All college policies, but in particular

- Staff Recruitment Policy
- Fit to Study Policy (students)
- Admissions Policy (students)
- Disciplinary Policy (staff)
- Grievance Policy (staff)
- Bullying and Harassment Policy (staff)
- Anti-Bullying Policy (students)
- Learner Engagement Strategy
- SEND Policy (students)
- Recruitment Policy (staff)
- Staff Development Policy