



Equality, Diversity and Inclusion

1 Introduction

The college actively promotes and celebrates the cultural diversity of the college community.

In order to promote this positive culture, the college aims to:

1. **Promote equality** – treat each member of the college community fairly and appropriately, according to their individual needs
2. **Celebrate diversity** – recognise, value and celebrate differences
3. **Enable inclusion** – remove barriers and ensure equal access to facilities and opportunities
4. **Raise awareness** - create a culture in which all negative discrimination, including **unconscious bias**, is challenged

2 Policy statement

King Edward VI College is committed to creating and promoting an inclusive learning community in which diversity is celebrated, where inequality and stereotypes are challenged and where all people are treated with dignity and respect. This involves the conscious efforts of all members of this community: staff, students, and governors. Advancing equality of opportunity is at the core of the college mission statement and its ethos permeates the college values.

The college is also committed to fulfilling its obligations under Equality and Diversity legislation and mindful that the Equality Act 2010 requires us to have due regard of the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

This commitment covers the nine protected areas of the Equality Act 2010:

1. Race
2. Disability
3. Sex
4. Gender reassignment
5. Age
6. Sexual orientation
7. Religion/belief
8. Pregnancy/maternity
9. Marriage/civil partnerships

The College commitment to equality extends to other areas, including socio-economic disadvantage, student carers and looked-after learners.

3 Roles and responsibilities

The following roles and responsibilities are aimed at ensuring that all members of the college community adhere to the Equality, Diversity and Inclusion (EDI) policy:

1. The **Heart of Mercia Trust Board** has overall responsibility for ensuring the college meets its obligations under the Equality Act 2010;
2. The **Senior Leadership Team** will take an active and visible lead in all matters pertaining to equality, diversity and inclusion;
3. The **Assistant Principal (Curriculum & Quality)** has overall responsibility for equality and diversity issues and will report annually to the LGB on progress made towards the college's statutory equality objectives;
4. The **link governor** for EDI, will also make verbal reports to the LGB to provide assurances that the College's operational procedures are in-line with statutory equality objectives;
5. The **EDI Lead**, with the support of the **EDI Champions** will drive the college's aims of EDI through support, training and organising events. This group will also consult regularly with representatives from staff and student groups and make strategic recommendations to the **senior leadership team**.
6. All **staff and students** will abide by the Equality, Diversity and Inclusion Policy. All **staff and students** are encouraged and will be supported in reporting any instances or suspicions of discrimination or harassment; the **Principal** will ensure all allegations are fully investigated with due regard to confidentiality.
7. **Training** will be provided to raise awareness of national, local and college specific EDI issues, and their impact on staff and students.

4 Monitoring of equality information

The college will monitor the following data and work actively to reduce identified gaps to ensure effective implementation of the policy:

1. Student data relating to achievement, retention, recruitment and satisfaction
2. Staff data relating to recruitment and satisfaction

This information is monitored regularly by the senior leadership team and informs quality improvement planning with the aim of reducing attainment and awarding gaps.

5 Examinations

- 5.1 King Edward VI College delivers qualifications, as required by the awarding body, in accordance with relevant equality legislation. This includes but is not limited to ensuring that qualifications are made available to all candidates capable of undertaking them and seeking reasonable adjustments for candidates with disabilities.
- 5.2 The head of centre/senior leadership team recognises its duties towards candidates with disabilities, ensuring compliance with all aspects of the Equality Act 2010, particularly Section 20 (7). This must include a duty to explore and provide access to suitable courses, through the access arrangements process submit applications for reasonable adjustments and make reasonable adjustments to the service the centre provides to candidates with disabilities. Where the centre is under a duty to make a reasonable adjustment, the centre must not charge a disabled candidate any additional fee in relation to the adjustment or aid.

6 Links with other college policies

EDI permeates all college activities and this policy specifically is closely aligned to the following policies:

1. Learning Support
2. Bullying and harassment (staff and students)
3. Complaints and concerns
4. Staff Wellbeing and Work life Balance
5. Health & safety
6. Financial support for students
7. Recruitment of staff (support and teaching)
8. Student code of conduct
9. Staff code of conduct
10. Child protection - safeguarding

Specific guidance for the wearing of a Kirpan can be found in the College policy **child protection (safeguarding) annex 5**.

Equality objectives are published on the College website. These objectives provide further information about the steps the college is taking to promote EDI.

For further information about EDI legislation and the Equality Act 2010, please refer to the Equality and Human Rights Commission website: <https://www.equalityhumanrights.com/en>

7 Equality Impact

The College's equality, diversity and inclusion policy has been taken into account when considering this policy.

| Date of review | Date agreed | JCC | Governors | Review date | Comments |
|----------------|-------------|-----|-------------------|-------------|----------|
| February 2023 | April 2023 | N/A | LGB 26 April 2023 | April 2024 | |