



## **Equality Diversity and Inclusion (EDI) Policy and Procedure**

Myerscough College not only fulfils its legal position in relation to current and future equality legislation, but additionally goes beyond compliance in providing and promoting “opportunities for all to succeed”, free from any aspect of discrimination, harassment or victimisation.

This Policy applies to all current employees, governors, volunteers, students and visitors across all Centres and areas of College activity.

The EDI Policy will be reviewed annually by the Strategic Equalities Group. Where new legislation is introduced, interim reviews will be held.

Myerscough College will comply with the **general equality duty** by:

- Promoting respect for all and celebrating diversity;
- Provide a positive working, learning and social environment;
- Work towards eliminating any form of unlawful discrimination, harassment and victimisation; and associated barriers based on a protected characteristic and other status including background and other personal circumstances;
- Advancing equality of opportunity between people who share one or more protected characteristic and those who do not;
- Fostering good relations between people who share a protected characteristic and those who do not;
- Myerscough College understands and acknowledges that on some occasions, individuals and groups may be treated more favourably than others because of their protected characteristic in order to advance equality.

The nine Protected Characteristics set out by the Equality Act 2010 are:

- age
- disability
- race
- pregnancy and maternity
- religion or belief (including lack of belief)
- gender reassignment
- sexual orientation,
- marriage and civil partnership
- sex (male or female)

To comply with the **specific duties** requested upon colleges by the Equalities Act 2010 Myerscough College will:

- Publish information (primarily on its website) to demonstrate the College's compliance with the general equality duty;
- Prepare and publish equality objectives;
- Give due regard to the specific duties when developing, evaluating and reviewing policies;
- Give due regard to the specific duties when designing, delivering and evaluating services, including co-educational provision.

In order to realise our **commitment to EDI** the College will:

- Ensure everyone accepts their responsibility to uphold equality and show respect to others;
- Engage leadership and management with the EDI Strategy and objectives through the Strategic Equalities Group;

- Seek staff engagement, awareness and support through the Staff Good Practice Group;
- Seek student engagement, awareness and support through a variety of learner involvement strategies;
- Ensure equality analysis of policies, procedures and strategies, environment, activities and resources according to Equality Impact Assessment procedure;
- Demonstrate its commitment to EDI through widening participation, actively seeking educational and social inclusion, fostering an inclusive and safe culture, valuing equality and respecting and celebrating diversity;
- Promote awareness of EDI through training and information, advice and guidance;
- Investigate and take appropriate action for all complaints relating to any strand of equality;
- Monitor and review EDI objectives through the Equality, Diversity and Inclusion Annual Report and Action Plan;
- Continue to hold Level 3 Leaders in Diversity (achieved in March 2017) and Disability Confident status.

#### **Documents Associated with this Policy**

- EDI Strategy
- EIA (Equality Impact Assessment) Procedure
- Strategic EDI Group Terms of Reference
- EDI Staff Good Practice Group Terms of Reference
- Learner Involvement Strategy
- Safeguarding, Child Protection, Prevent and Missing from Education Policy and Procedure
- Admissions and Advisory Panel Terms of Reference
- Inclusive Learning Policy and Procedure



Document History			
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Quality Assurance			
This Policy and Procedure maps to the following external quality assurance frameworks			
Framework		Framework Section Reference(s)	
<b>Common Inspection Framework</b>			
<b>MATRIX</b>			
<b>QAA</b>			
<b>QIA</b>			
<b>SFA</b>			

Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a negative impact on grounds of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage or civil partnership, sex or sexual orientation

Myerscough College not only fulfils its legal position in relation to current and future equality legislation, but additionally goes beyond compliance in providing and promoting “Opportunities for all to succeed”, free from any aspect of discrimination, harassment or victimisation.

All staff have a duty of care to look after the interests of and support their colleagues. *This policy takes account of* our commitment to eliminating discrimination, identifying and removing barriers and providing equal opportunities for our learners, staff and visitors to ensure that no one feels excluded or disadvantaged.

#### **Safeguarding, Learner Protection and Prevent**

All staff have a responsibility to support and promote the College’s commitment to providing a safe environment for students, staff and visitors. Additionally, all staff have a responsibility to report any safeguarding or Prevent issues to the Designated Senior Lead for Safeguarding and Prevent.