



FREDIE

(Fairness, Respect, Equality, Diversity, Inclusion and Engagement)

Policy and Procedure

Myerscough College and University Centre is committed to advancing Fairness, Respect, Equality, Diversity, Inclusion and Engagement in all we do.

The College not only fulfils its legal position in relation to current and future equality legislation, but additionally goes beyond compliance by inspiring excellence and enabling staff and students to fulfil their potential free from any aspect of discrimination, harassment or victimisation.

The aim of this policy is to provide guidance to staff, students and partners on issues relating to equality, diversity and inclusion.

It will ensure the College meets all obligations under the public sector duty and Equality Act 2010 by equipping managers, all staff and partners to meet the aims of and their obligations under the Equality Act and other related equality legislation. The policy will promote and provide staff and students with a greater understanding of the FREDIE Principles and relevant legislation, processes and good practices. The College FREDIE policy will advance equality to promote equality of opportunity for all and ensure that no members or partners of the College community are subject to victimisation, discrimination, harassment or any forms of unfavourable or detrimental treatment resulting from a protected characteristic. The College does not tolerate any forms of prejudice, discrimination and inequality.

The College will support all its members to study, work, and live in an environment where the values and ethos reflecting an equal status of all members of the College.

This Policy applies to all current employees, governors, volunteers, students, partners, suppliers and visitors (including those using the College facilities) across all Centres and areas of College activity. The College will comply with all legislation, regulations, statutory and non-statutory codes of practice and its contractual requirements relating to equality and diversity.

Amendment History

Version	Amendments	Approver	Date
1.0	Creation		
2.0	Change of title - EDI to FREDIE Include new College mission and values Inclusion of FREDIE Principles Additions of Partners and suppliers in scope Refresh of language throughout the policy		September 2020
3.0	Addition of antisemitism definition	LH	April 2021
4.0	Review and refresh throughout the document. Addition of intent statement: - Create a positive, safe and respectful environment – foster a culture of respect and dignity where bullying, harassment and discrimination are not tolerated Addition to intent and implementation: - Ensure fair and transparent processes - Support diverse needs through support and adjustments - Embed FREDIE principles in curriculum and learning - Engaging with our communities to embed FREDIE principles beyond the College. Removal of Leaders in Diversity Additional statement of intent and commitment to complaints in relation to breaches of this policy. Additional note of the current development of a policy statement on Sexual harassment and violence	LH/ CLT	August 2024

Abbreviations and Definitions

Term	Definition
The College	Myerscough College – also referred to informally throughout this document as 'us' and 'we'.
The Corporation	Myerscough College
You/ Your	The term is used in reference to any employee of the College.
FREDIE	FREDIE Principles, Fairness, Respect, Equality, Diversity, Inclusion and Engagement
LiD	Leaders in Diversity
People Team	People Team / Human Resources
GDPR	General Data Protection Regulations
Personal data	Any information that relates to a living individual who can be identified from that information. Processing is any use that is made of data, including collecting, storing, amending, disclosing or destroying it.

1. Legislation

- Equality Act 2010
- Public Sector Duty
- Special Education Needs and Disability Act 2001
- Human Rights Act
- Data Protection Act 1998
- Freedom of Information Act 2000
- Health & Safety Act 1974
- Modern Slavery Act 2015

2. FREDIE Principles

The College is committed to advancing equality through the FREDIE Principles and being Leaders in Diversity. The College strives to develop an inclusive community culture in which everyone can feel valued and in which everyone received fair and equal treatment regardless of their background:

- Fairness
- Respect
- Equality
- Diversity
- Inclusion
- Engagement

3. Rights and Responsibilities

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

Aims of the Equality Duty:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- 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 for those who do not.

The College has due regard for our responsibility in carrying out its functions. Having due regard means consciously thinking about the 3 aims of the general duty as part of the process of decision making. The College will further have due regard to advance equality involving;

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- Fostering good relations to tackle prejudice and promoting understanding people who share a protected characteristic and others.

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)

Furthermore, Myerscough recognises and extends this policy to include where appropriate, social status and deprivation, homelessness, unemployment, asylum and refugee status or membership of a trade union, or for any identifiable cause protected by law.

As part of our commitment to drive race equality and tackle discrimination, Myerscough adopts the following working definition of antisemitism published by the International Holocaust Remembrance Alliance (IHRA):

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

The College will work with staff and students to raise awareness and tackle different forms of racism and discrimination such as antisemitism.

The College will comply with all legislation, statutory and non-statutory codes of practice and our contractual requirements relation to equality and diversity.

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.

4. Intent and implementation

- Promoting respect for all and celebrating diversity;
- Create a positive, safe and respectful environment – foster a culture of respect and dignity where bullying, harassment and discrimination are not tolerated;
- 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;
- 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.

In order to realise our commitment to FREDIE the College will:

- Embed the FREDIE Principles in curriculum and learning. We will ensure that teaching, learning material and assessment methods reflect and support diversity and inclusion.
- Support diverse needs. We will provide appropriate support and adjustments for individuals with diverse needs, including those with disability or from underrepresented groups.
- Ensure fair and transparent processes in recruitment, admissions, employment and progression for all (students and staff) – providing equal opportunities.
- Ensure everyone accepts their responsibility to uphold equality and show respect to others.
- Hold regular FREDIE Strategic Group meetings with cross- college representation to ensure FREDIE is embedded across all decision making, policy, procedure, projects and activities.
- Engage leadership and management with the FREDIE Principles, objectives and action plan through the FREDIE Strategy Group.
- Produce an annual FREDIE action plan to support the development and provision of equality and diversity. The action plan will be monitored and reviewed by the FREDIE Strategy group.
- Embed FREDIE into the self-assessment and quality improvement process.
- Seek staff engagement, awareness and support through the Staff Forum and wider staff voice.

- Seek student engagement, awareness and support through a variety of learner involvement and engagement strategies.
- Ensure that the Senior Leadership Teams will review all policies and procedures to ensure that a commitment to FREDIE is continually evident. Equality impact assessments may be conducted on key strategic documents, projects and policies related to students, human resources and partnerships at the time of their revision: these will also take into consideration environment, activities and resources.
- Demonstrate its commitment to advancing the FREDIE principles 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 FREDIE through training and information, advice and guidance.
- Ensure that awareness and training around FREDIE and Equality and Diversity, advice and guidance and support will be provided to ensure that all staff, students understand their duties and obligations in law.
- Investigate and take appropriate action for all complaints relating to any strand of equality.
- Continue to hold Disability Confident status
- Ensure that awareness and training around FREDIE and Equality and Diversity, advice and guidance and support will be provided to ensure that all staff, students understand their duties and obligations in law.
- Demonstrate its commitment through the procurement policy to buy goods and services competitively, economically, fairly and efficiently, with due regard to all legal requirements. We have however, clear ethical business values and practices and we expect our suppliers to adhere to these throughout the supply chain.
- Engage with the community. We will work in partnership with communities and stakeholders to promote FREDIE beyond the College.

5. Complaints

Myerscough College encourages anyone who experiences or witnesses discrimination, harassment, or other breaches of this policy to report the issue. Complaints will be taken seriously and addressed promptly, with appropriate action taken to resolve the issue and prevent recurrence.

Formal complaints should be made in writing to the Director of Corporate, in accordance with the College's Complaints and Compliments Policy and Procedure – complaints@myerscough.ac.uk

6. Monitoring, Review and Evaluation

The College will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied via the FREDIE Strategic Group. Where new legislation is introduced, interim reviews will be held.

Reports of breaches of this policy will also be reported in HR, Complaints, Student disciplinary and Safeguarding Reports to SLT and Governors.

Documents Associated with this Policy

- Anti-bullying Policy and Procedure (Students)
- Employee Discipline Policy and Procedure
- EIA (Equality Impact Assessment) Procedure
- Inclusive Learning Policy and Procedure
- Procurement Equality and Diversity Policy
- Child Protection and Safeguarding Policy and Procedure
- SEND Policy and Procedure
- *Sexual harassment and violence policy statement development in development for approval Oct 24 – will cover both staff and students.*



Document History			
Author:	Director of Student Support and Welfare	Ref and Document Version:	FREDIE Policy and Procedure – V3
Approval:	College Leadership Team	Approval Date:	August 2024
Review Date:	August 2027		
Publication:	Staff Intranet Student Intranet Website		
Quality Assurance			
This Policy and Procedure maps to the following external quality assurance frameworks			
Framework		Framework Section Reference(s)	
Education Inspection Framework			
MATRIX			
QAA			
QIA			
ESFA			
Key Changes to Document			
Addition of intent statement: - Create a positive, safe and respectful environment – foster a culture of respect and dignity where bullying, harassment and discrimination are not tolerated Addition to intent and implementation: - Ensure fair and transparent processes - Support diverse needs through support and adjustments - Embed FREDIE principles in curriculum and learning - Engaging with our communities to embed FREDIE principles beyond the College. Removal of Leaders in Diversity			
Additional statement of intent and commitment to complaints in relation to breaches of this policy.			
Additional note of the current development of a policy statement on Sexual harassment and violence			

All Myerscough College Policies are subject to screening for Equality Impact Assessment

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, Child Protection, Prevent and Missing from Education

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 Safeguarding Lead for Safeguarding and Prevent.

