



**Cheshire College**  
**South & West**

## Equality, Diversity & Inclusion Policy

Key Information	
Policy Reference Number	CCSW-EDI
ELT Post Responsible for Update and Monitoring	Vice Principal – Innovation, Curriculum and Quality
Published on Website	Yes
Date approved by ELT	22 September 2022
Date Approved by Governor's Committee (if applicable)	20 October 2022
Date of EIA Review	15 December 2022
Date of Next Policy Review	07 October 2025

## **I. Statement**

- 1.1 The College is fully committed to positively promoting, maintaining and supporting equality, diversity and inclusion (*EDI*) in all aspects of its work to ensure it meets the statutory requirements under the Equality Act 2010.
- 1.2 The College aims to create an inclusive and welcoming environment where all individuals have an opportunity to achieve their full potential and gain a feeling of self-esteem and respect for and from all others. The College expresses its opposition to all forms of inequality and discrimination.
- 1.3 The College respects and values differences in age, disability including physical or mental impairment, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation – the protected characteristics of the latest equality legislation.
- 1.4 The College has due regard to the general equality duty to fulfil its legal requirement to:
- 1.4.1 eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
  - 1.4.2 advance equality of opportunity between people who share a protected characteristic and those who do not; and
  - 1.4.3 foster good relations between people who share a protected characteristic and those who do not.
- 1.5 Having due regard for these aims involves:
- 1.5.1 removing or minimising disadvantages suffered by people due to their protected characteristics;
  - 1.5.2 taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
  - 1.5.3 encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low
- 1.6 The College understands that this is not about treating people equally – but treating all fairly. Compliance with the duty may mean treating some people more favourably than others, such as people with disabilities. It also involves tackling prejudice and promoting understanding between people from different groups.
- 1.7 The College actively recognises and promotes the following British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and for those without faith. The College, appreciates and understands both sets of complementary values as part of their spiritual, moral, social and cultural development in conjunction with its own College Values of:
- 1.7.1 College Values:
    - Act with honesty, integrity and trust.
    - Take time to listen, help and care.
    - Commit to opportunity and equality.
    - Value and celebrate diversity.
    - Empower individuals and nurture talent.
    - Strive for exceptional quality and success.
    - Instil a strong work ethic and drive to succeed.
    - Take responsibility.
    - Work together.
    - Make a positive contribution to society.
- 1.8 The Policy is linked to the College Strategic Objectives and underpinned by a set of Equality Objectives which sets out how the College intend to implement the policy over the next three years. Progress will be reviewed annually by the Equality, Diversity and Inclusion Steering Group and reported to governors.
- 1.9 The principles of this Policy apply to all members of the College community including learners, staff, governors, parents or carers, partners, visitors and community members.

- 1.10 This policy should also be read in conjunction with other related policies such as the Safeguarding Policy, HR Policies, the Code of Conduct and Disciplinary Policy and procedures.

## **2. Equality, Diversity and Inclusion Statement**

- 2.1 The College will not tolerate less favourable treatment of anyone on the grounds of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender identity and socio-economic background or vulnerability.
- 2.2 The College seeks to ensure that no member of the College community receives less favourable treatment on any of these grounds, which cannot be shown to be justified.
- 2.3 Through this policy, the College will tackle discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between all people. The College is committed to providing services that promote equality, value diversity and strives to ensure that everyone in our college is treated with respect, tolerance and dignity.
- 2.4 The College will make sure that employment practices are fair and promote equality; continue to take positive action to address any under representation in the staff, learner and governor bodies and to tackle any achievement gaps for equality groups. The College will also work to remove barriers that might inhibit the success or progression of groups of staff or learners and actively celebrate the rich diversity of staff and learners and the communities they belong to.
- 2.5 The College will ensure that the principles of this policy are reflected in all policies, practices, procedures and services and are part of everything the College does. This is an ongoing commitment to help ensure that services meet the varied and individual needs of staff and learners as well as the wider community.

## **3. The Equality Act 2010 and Public Sector Equality Duty**

- 3.1 The College is defined as public authority under the Equality Act 2010. This means it has a legal duty to comply with equality and diversity laws set out under the Act. The Equality Act 2010 is realised through a single public sector equality duty (*known as the Public Sector Equality Duty, PSED or the Equality Duty*).
- 3.2 The Equality Duty extends to all aspects of a person's identity – known as 'protected characteristics' – that are protected under the Equality Act 2010. These are race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership and gender identity.
- 3.3 The Equality Duty has two main parts: the 'general' equality duty and 'specific duties'. The general equality duty sets out the equality items that the College need to consider when making decisions that affect learners or staff with different protected characteristics. This duty has three elements which the College is required to have 'due regard' for when making decisions and developing policies identified in 1.4 above.
- 3.4 Having 'due regard' to the need to advance equality of opportunity is defined as having due regard to the need to
- Remove or minimise disadvantages;
  - Take steps to meet different needs
  - Encourage participation when it is disproportionately low.
- 3.5 In order to help the College meet the general equality duty, there are two specific duties that need to be carried out. These are:
- To publish information to demonstrate how the College is complying with the equality duty, at least annually.
  - To prepare and publish one or more specific and measurable equality objectives, at least every four years to achieve any of the aims in the general equality duty.

- 3.6 The nine protected characteristics under the Act are:
- Age
  - Disability
  - Gender
  - Race
  - Gender identity
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Religion or belief
  - Sexual orientation (*gay, lesbian, bisexual and heterosexual orientation*)
- 3.7 The College will uphold its public sector duty and actively seek to ensure that both learners and staff experience equality of opportunity and are free from harassment, discrimination or victimisation of any kind, regarding the protected characteristics.
- 3.8 As a responsible body, the College recognises and accepts its vicarious liability for the actions of staff, learners and sub-contractors. The College will comply with all legislation, regulations, statutory and non-statutory codes of practice and contractual requirements relating to equality and diversity.
- 3.9 The College will challenge all forms of inequality, discrimination and harassment, and actively promote opportunities and foster good relations. This work is regarded as the responsibility of all staff at the College.
- 3.10 All information must be published in a way that is accessible to the public.
- 3.11 Any action which contravenes this policy renders staff and learners 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.

#### **4. Our Equality Objectives**

- 4.1 The College's Equality Objectives are underpinned by Strategic Objectives 2022-2025. These are:
- Our Teaching, Learning and Support
  - Our People
  - Our Learning Environments
  - Our Finances
  - Our Communities and Economic Contribution
- 4.2 The Equality Objectives agreed by CCSW are as follows:
- To ensure that equality and diversity (*including the equality duty*) underpins the way the College is led and managed and is fully embedded in policy, performance and quality assurance processes.
  - To ensure all equality groups achieve in line with their peers and take action to address any performance gaps.
  - To ensure the curriculum offer is appropriately differentiated to meet learner needs and that it embraces quality first teaching.
  - To ensure equality, diversity and inclusion are embedded in teaching, learning, training, tutorials and assessment practices and within the curriculum offer.
  - To develop learners understanding of Social, Moral, Spiritual and Cultural (*SMSC*) aspects of learning and to embrace British and College values.
  - To develop an inclusive and safe environment based on the equality, where the needs of learners and staff are appropriately identified and supported in order for them to thrive and reach their full potential.
  - To welcome, promote and celebrate equality, diversity and cohesion in the College and the wider community.

## **5. Responsibilities**

- 5.1 The Corporation members have a statutory responsibility under the Articles of Government for determining the educational character and mission of the institution and for the oversight of its activities. This duty extends to safeguarding and championing equality and diversity within the College, ensuring that the College is fulfil its statutory obligations and annually monitoring the progress that it is making towards achieving the targets.
- 5.2 The following groups and post-holders have responsibilities for the development and implementation of policies relating to equality and diversity for staff and learners:
- 5.2.1 The Principal/CEO has overall responsibility for the day-to-day operation of the policy within the College.
  - 5.2.2 The Deputy Principal/Deputy CEO is responsible for the application of the policy to all matters relating the College apprenticeship curriculum.
  - 5.2.3 The Vice Principal, Innovation Curriculum & Quality is responsible for the application of the policy to all matters relating to the College curriculum.
  - 5.2.4 The Assistant Principals and their teams are responsible for liaising with College learner representatives and groups regarding the promotion of equality and celebration of diversity across the College.
  - 5.2.5 The Vice Principal Innovation, Curriculum & Quality and Executive Director Organisational Development & HR are responsible for the application of the policy to all matters relating to the appointment, training, appraisal, promotion and dismissal of staff.
  - 5.2.6 The Equality, Diversity and Inclusion Group are entrusted with the task of monitoring and evaluating the College's progress in achieving the targets which it sets for itself in this area.
  - 5.2.7 The College Leadership Team have a collective and individual responsibility for promoting and championing the principles contained within the policy amongst all staff and learners.
  - 5.2.8 All members of staff and learners are responsible for ensuring that they are aware of the College's statutory duties in relation to equal opportunities, that they uphold the principles underlying this policy in all the actions and behaviour and that they actively challenge any instances of discriminatory behaviour.

## **6. Equality, Diversity and Inclusion Group**

- 6.1 The Equality, Diversity & Inclusion Group will meet three times in an academic year. The EDI Group is chaired by the Vice Principal who reports to ELT.
- 6.2 The group membership includes:
- 6.2.1 Vice Principal Innovation, Curriculum & Quality
  - 6.2.2 Executive Director Organisational Development & HR
  - 6.2.3 Assistant Principal Learner Services
  - 6.2.4 Assistant Principal Quality
  - 6.2.5 Representative from Marketing
  - 6.2.6 Representative from Learning Support
  - 6.2.7 Director of Information & Planning
  - 6.2.8 Director for Estates and Facilities
- 6.3 The group will:
- 6.3.1 drive targeted interventions where there is an identified need for change and improvement, reporting on gaps and developments for protected groups. The group will meet termly and will report annually through the College Self-Assessment Report;

- 6.3.2 organise opportunities to consult, share good practice, arrange celebration and specify training needs for staff at all levels; and
- 6.3.3 make additions and changes to the membership as required.

## **7. Commitment**

### **7.1 The College will:**

- 7.1.1 actively promote equality and inclusion by valuing and respecting differences between people;
- 7.1.2 ensure staff are equipped to recognise diversity and challenge appropriately or report all forms of bullying, harassment, discrimination and hate crime;
- 7.1.3 investigate any allegations of discrimination sensitively;
- 7.1.4 monitor teaching, learning and assessment to ensure they are free from discrimination and reflect the needs of the wider community, and actively promote both the College's values, British values and the requirements of the wider spiritual, moral, social and cultural learning agenda;
- 7.1.5 monitor policies, procedures and practices to ensure they are free from discrimination and respond to the needs of the wider community;
- 7.1.6 identify enhancements year on year so that the College has a strong track record in equality and one which listens to and values all learners and staff; and
- 7.1.7 ensure that quality and equality are the responsibility of all who learn and work at the College.

## **8. Equality Impact Assessments (EIAs)**

- 8.1 Equality Impact Assessment is a requirement to assess the impact of current, intended or draft policies, procedures, functions or services for any adverse, negative or detrimental outcomes for specific groups. The purpose of equality impact assessment is to ensure that the College is not discriminating either directly or indirectly and that it continues to promote equality and diversity for all learners and staff.
- 8.2 CCSW will carry out Equality Impact Assessments on all its policies as a mechanism for ensuring the embedding of equalities and diversity and ensuring that different equality groups and issues can be considered when drawing up or reviewing policies or procedures which affect the delivery of service, carrying out of functions and employment practices.
- 8.3 The equality impact assessments will cover all the equality characteristics as well as mental health and will be carried out by policy authors with the support from the Assistant Principal Learner Services.
- 8.4 We will look for ways to promote equality and improve practice as well as ways to eliminate unfairness, inequality and discrimination. Once EIAs are carried out, they will be approved by the Equality, Diversity & Inclusion Group and updated on college policies.

## **9. Monitoring Arrangements**

- 9.1 The College will regularly monitor and evaluate the implementation of the Equality, Diversity and Inclusion Policy and Equality Objectives and Action Plan and will report annually on our progress and performance.
- 9.2 The annual report will be shared with the Equality, Diversity & Inclusion Group, and the Corporation. Information and data, both quantitative and qualitative, will be used to monitor and evaluate the implementation of the action plan including information on the College population, workforce recruitment, retention and progression, special initiatives, progress and targets and future plans will be reported on to ensure effective monitoring.
- 9.3 The policy will be reviewed, evaluated and revised every three years, to set new priorities and identify new actions. Findings, recommendations and monitoring of EIAs will be reported and monitored by the Equality, Diversity & Inclusion Group and reported in the Annual report.
- 9.4 The Assistant Principal Learner Services will monitor ongoing actions from the EIA as part of the monitoring arrangements.

- 9.5 The College has a procedure in place for recording, reporting and responding to instances of bullying, harassment, discrimination and hate crime. The College will report and monitor these incidents and the outcomes for both staff and learners.
- 9.6 The Policy will be published internally and on the college website.