

## **LONDON BROOKES COLLEGE**

### **Equality and Diversity Policy**

#### **1. Definition**

- 1.1. For the purpose of this policy equality and diversity means that LONDON BROOKES COLLEGE is committed to equality of opportunity for staff, learners, members of the public and community groups and all others who come into contact with organisation representatives.
- 1.2. Our commitment to equality and diversity means that we will take action to ensure that all of these groups are entitled to equality of opportunity regardless of age, disability, gender, race, religion, religious beliefs, sexual orientation, class, marital status, family circumstances or employment.
- 1.3. Any complaint of discrimination or harassment will be treated seriously, be fully investigated and may result in disciplinary action being taken by the appropriate level of management within the organisation. All issues of inappropriate behaviour and actions contravening the equality and diversity policy will be recorded using the appropriate mechanism.
- 1.4. We acknowledge that equality and diversity is broader than the promotion of race, disability and gender equality.

#### **2. Rationale**

- 2.1. We must ensure that all members of our team, our customers and our stakeholders feel valued for the diversity they bring to our organisation.
- 2.2. We must ensure that all members of our team, our customers and our stakeholders understand their responsibilities with regard to equality and diversity.
- 2.3. This Policy will provide a framework within which all members of our team, our customers and our stakeholders will operate to ensure compliance with appropriate legislation. and
- 2.4. This Policy will ensure that the organisation has a positive inclusion ethos which celebrates the diverse nature of our organisation, our customers and our stakeholders.

### **3. Core Principles**

- 3.1. Given the complexity of the regulations and legislation relating to equality and diversity, it is the responsibility of the Governors and Principal to ensure that all stakeholders understand their role and their responsibilities in ensuring that all aspects of the business operation are undertaken within the context of this legislative framework.
- 3.2. All staff, learners and partners will be provided with appropriate training, including induction training, with regard to the value the organisation places on equality of opportunity and diversity and with the sanctions which will be imposed where individuals or groups fail to comply with policies and procedures relating to equality and diversity.
- 3.3. The management team will regularly monitor relevant statistical data in relation to equality and diversity and propose remedial actions where required to ensure all stakeholders have equality of opportunity.
- 3.4. Operational guidance will be provided through a range of procedures designed to prevent instances of behaviour or actions which are considered to be unacceptable within the context of the Equality and Diversity Policy.

### **4. Implementation**

- 4.1. The Governors and the Principal are responsible for the overall implementation of this policy
- 4.2. A member of the management team will hold specific responsibility for ensuring the equality and diversity policy is understood and implemented at all levels within the organisation and for monitoring appropriate statistical information.
- 4.3. All members of staff, learners and stakeholders have a direct responsibility to ensure that their actions and behaviours comply with the policies and procedures relating to equality and diversity.

## **5. Quality Assurance**

- 5.1. Monitoring of the implementation of the policy will be undertaken at a variety of levels within the organisation and through external bodies responsible for assessing the performance of the organisation
- 5.2. At a strategic level equality of opportunity will be monitored through:
  - 5.2.1. Governors Meetings
  - 5.2.2. Analysis of statistical returns
  - 5.2.3. The annual Self Assessment Process
- 5.3. At an operational level equality of opportunity will be monitored through:
  - 5.3.1. The annual Self Assessment Process
  - 5.3.2. Meetings reviewing learner performance and progress

## **6. Consultation**

- 6.1. The policy will be reviewed on a three yearly cycle
- 6.2. The procedures related to the policy will be reviewed annually to ensure that they remain relevant and meet the requirements of all regulations pertaining to equality and diversity
- 6.3. Advice and guidance will be obtained from appropriate sources including:
  - 6.3.1. End users of the policy and procedure
  - 6.3.2. Stakeholders
  - 6.3.3. External bodies such as Awarding Bodies

**Checked on 4<sup>th</sup> August 2021 by Cillian Logue**