



ST DOMINIC'S
Sixth Form College

St Dominic's Sixth Form College

Equality and Diversity Policy 2019 (In conjunction with the Prevent Strategy)

St. Dominic's is a Roman Catholic Sixth Form College committed to the personal and spiritual growth of all of its members based on Christian values, academic excellence and high-quality pastoral care.

Ethos Statement:

The College is fully committed to promoting, maintaining and supporting equality and diversity in all aspects of its work. The College aims to create an environment where all individuals have the 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. The College is an equal opportunities employer.

Equality Objectives 2019:

1. The RE programme which every student follows has been amended to include a programme of lessons to help foster good relations and celebrate diversity. The following Protected Characteristics are covered: age, disability, race, religion or belief, sex and sexual orientation. It is updated annually.
2. The Induction tutorials include an increased emphasis on Equality & Diversity. The following Protected Characteristics are covered: age, disability, gender re-assignment, marriage and civil partnerships, race, religion or belief, sex and sexual orientation. These are updated annually.

1.0 Background:

The most significant change since the policy was last reviewed has been the introduction of the new Equality Act 2010.

The Equality Act 2010:

The Equality Act 2010 became law on 1st October 2010. The Act streamlines earlier equality legislation into one Act and introduces common definitions of discrimination. The nine 'protected characteristics' under the Act are:

- Age
- Disability
- Gender
- Race
- Gender reassignment (people undergoing gender reassignment or who are trans-gender)
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sexual orientation (gay, lesbian, bisexual and trans-gender)

Students and staff must be protected from discrimination and harassment on these grounds. The Act also protects against discrimination by association and perception e.g. a partner or carer of someone with a protected characteristic should also be protected from discrimination and harassment.

Public Sector Equality Duty:

The Public sector Equality Duty is set out in section 149 of the Act and came into force on 5th April 2011.

The Equality Duty has **three aims**. It requires public bodies to have **due regard** to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

The College must have *due regard* of these duties in the carrying out of its functions. Having *due regard* means consciously thinking about the three aims of the general duty as part of the process of decision-making.

For example, having due regard to the need to **advance equality of opportunity** involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Equality Duties:

The Public Sector equality duty requires all public bodies to publish information to demonstrate the extent to which it furthered the aims of the general equality duty. Subsequent information must be published at least annually (the first deadline for publication is by 31st January 2012)

The draft regulations require public bodies to:

- Publish equality objectives every four years (these have to be published by 6th April 2012);
- Publish information annually to demonstrate their compliance with the general Equality Duty;
- Publish information relating to their employees (for bodies with 150 or more staff) and others affected by their policies and practices (such as service users).

All information must be published in a way that is accessible to the public.

- 1.1 The College will uphold its public sector duty as outlined above and actively seek to ensure that both students and staff experience equality of opportunity and are free from harassment, discrimination or victimisation of any kind, in regard to the protected characteristics. Furthermore, the College recognises and extends this policy to include, social status and deprivation, homelessness, unemployment, asylum and refugee status or membership of a trade union, or for any other identifiable cause protected by law.
- 1.2 As a responsible body, the College recognises and accepts its vicarious liability for the actions of staff, students and sub-contractors. The College will comply with all legislation, regulations, statutory and non-statutory codes of practice and our contractual requirements relating to equality and diversity.
- 1.3 The College will challenge all forms of inequality, discrimination and harassment, and actively promote opportunities for the groups mentioned in 1.1 and foster good relations between them. The College will challenge extremism and fundamentalism in order to confront radicalisation and promote tolerance by

actively supporting the Prevent Programme. This work is regarded as the responsibility of all staff in the College.

- 1.4 Any action which contravenes this policy renders individuals employed by the College or students 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.
- 1.5 This is the principal policy for equality, diversity and social inclusion for St Dominic's Sixth Form College. The other main equality and diversity policy deriving from this document is the Single Equality Scheme – to ensure that staff and learners are not discriminated against on the grounds of possessing a protected characteristic and are provided with equal opportunities to participate in the life of the College.

2.0 Scope:

- 2.1 The College has an ultimate role in approving, championing, promoting and monitoring the Equality and Diversity Policy.
- 2.2 The following groups and post-holders have responsibilities for the development and implementation of policies relating to equality and diversity for staff and students.
 - 2.2.1 The Principal is responsible for leading the College's committees and boards to ensure compliance with legislation.
 - 2.2.2 The Senior Leadership Team is responsible for ensuring that the Equality and Diversity Policy is implemented in all aspects of its work.
 - 2.2.3 The Assistant Principal: Academic Support is the designated senior officer with responsibility for equality and diversity for students at the College. The postholder will be responsible for raising awareness of equality and diversity procedures and practices among the student body. They will also be responsible for formulating, monitoring, evaluating and reviewing the Equality and Diversity Policy in respect of students.
 - 2.2.4 Heads of Department and A+T Managers are responsible for implementing the Equality and Diversity Policy in relation to staff and students in their department.
 - 2.2.5 The College's Equality and Diversity Committee has a responsibility to monitor equality and diversity practices across the College to provide guidance to staff and students on equality and diversity matters and to complete regular reviews and update of the policy and of Equality and Diversity activities.
 - 2.2.6 Every staff member has an implied duty under their contract of employment to comply with the requirements of this policy.
 - 2.2.7 Every student has an implied duty under the Student Charter and Code of Conduct to comply with the requirements of this policy.
 - 2.2.8 Any individuals or organisations contracted within the College have an implied duty under their contract of employment to comply with the requirements of this policy.
 - 2.2.9 Any students and staff working on placement outside the College will be asked to understand the policy requirements of that organisation, whilst ensuring they comply with the policy of St Dominic's Sixth Form College.

3.0 Intent:

- 3.1 Through its recruitment, selection and admission procedures, the College will seek to ensure that it supports equality and diversity in all aspects of education and employment, so that the student body, workforce and Governing body reflect the diversity of the communities we serve.
- 3.2 The College will seek to achieve equality for all students and to engage all learners, irrespective of their cultural background in all aspects of teaching, learning and support. It is committed to the attempt to 'narrow the gap' where students from one diversity strand achieve less well than those from other strands.
- 3.3 The College is committed to achieving equality for all staff in training, career development, promotion and reward, and will support staff to help them maximise opportunities to promote equality and diversity.
- 3.4 Any form of unfair discrimination against students or staff will be tackled effectively and with the aim of preventing such discrimination from occurring again in future.
- 3.5 Teaching materials and methods, and all forms of general communication with students, will strive to be sensitive to different cultures and will seek to promote Equality and Diversity and foster good relations between people from different groups.
- 3.6 Opportunities will be sought to extend the influence of the College's Equality and Diversity good practice to parents, Higher Education institutions and other partner organisations, employers with whom we work and the local community.

4.0 Implementation:

- 4.1 Implementing equal opportunities is an ongoing process that will be regularly reviewed by the College's Senior Leadership Team and the Equality and Diversity Committee.
- 4.2 All staff will be made aware of the Equality and Diversity Policy during the induction process. Additional training will also be conducted for staff during whole College training days.
- 4.3 The College will produce an annual Action Plan to support the development and provision of equality and diversity. The action plan will be monitored by the Equality and Diversity committee and Assistant Principal: Academic Support.
- 4.4 The Senior Leadership Team will review all policies and procedures to ensure that a commitment to equality and diversity is continually evident. Equality Impact Assessments will be conducted on key strategic documents and projects and policies related to students and human resources at the time of their revision.
- 4.5 College marketing and support materials will seek to encourage applications and enquiries from all members of the community in line with the College Admissions criteria, reflecting the ethos of this Equality and Diversity Policy.
- 4.6 The College aims to provide support services during enrolment and on programme to help in the identification of additional student support needs where necessary.
- 4.7 Equality and Diversity training, advice and guidance and support will be provided to ensure that all staff, students and contractors understand their duties and obligations in law. Training will take place on College Admin days on a regular basis, including E&D in the curriculum.
- 4.8 The College will protect the confidentiality of disclosure of sensitive matters related to equality and diversity. If information needs to be shared, for example on the grounds of health and safety or criminal law, care will be taken to share only what is necessary and to record what was shared, with whom, and why.

- 4.9 Staff or Students who believe they have not been treated in accordance with the Equality and Diversity Policy may wish to make a complaint. This may be made either informally or formally in accordance with the College Complaints Procedure.
- 4.10 The College will consider it to be a disciplinary offence under this Policy if any employee makes a false accusation against another employee regarding an alleged breach of the Equality and Diversity Policy.
- 4.11 The E&D policy supports the Prevent Strategy. All staff should challenge extremist views expressed in College, and must notify the Safeguarding leader if they are concerned about individual students who they think are becoming radicalised or who may be radicalising others whether in or beyond College.
- 4.12 The Counter-Terrorism and Security Bill that is currently before Parliament will place a specific legal duty on all specified authorities to “have due regard to the need to prevent people from being drawn into terrorism”. We must therefore have due regard to the guidance issued by the Secretary of State, currently in draft form. Furthermore Ofsted’s risk based assessments have increased their focus on fundamental British values and preventing extremism.
- 4.13 The E&D tutorials in both Year 1 and 2 will address radicalisation and will specify that students must report other students who hold extremist views or who they believe are either becoming radicalised or might be radicalising others. The tutorials will also include a section on what is meant by fundamental British values.

5.0 Monitoring:

- 5.1 The College will conduct comprehensive and effective monitoring of all aspects of the Policy, both on an ongoing basis and as education and employment policies and practices change. Benchmarking data will be sought for the purpose of monitoring gender, ethnicity and disability.
- 5.2 The Senior Leadership Team will receive data which will inform the planning process and the implementation of this Policy, and data is in the SAR.
- 5.3 Monitoring will be undertaken in accordance with best practice recommendations, particularly from the following bodies:

OFSTED; the Association of Colleges; SFCA and
The Equality and Human Rights Commission

- 5.4 The College will monitor the implementation of this Policy as part of annual training activities, through staff and student focus groups and staff exit interviews.
- 5.5 The College will engage outside Consultants periodically as part of the self-evaluation process to consider all work with regard to equality and diversity.
- 5.6 As part of the Prevent Strategy the College Chaplain will continue to meet regularly with students (who meet for prayers) to audit and review their prayer and to ensure that appropriate support is given if required.

6.0 Promotion of Equality and Diversity:

- 6.1 The College will promote its equality and diversity policies and practices to staff through training and development at whole College training days and through the induction programme for new staff.
- 6.2 All students will frequently discuss issues relating to equality and diversity during the general RE programme. Additional guidance will be available through the College’s tutorial programme where they have specific E&D tutorials in both years. These two initiatives will help the College to meet the three aims of the Equality duty, together with E&D themes in the curriculum itself. Staff will discuss E&D issues as they arise naturally in the curriculum and will highlight these in Schemes of Work to promote E&D (part of SMSC). Staff will challenge

inappropriate comments made both inside and beyond lessons (e.g. in corridors). All students attend special services such as on Dominican Day where E&D themes are promoted through prayer and other means.

- 6.3 Study+ supports all students who have a particular learning need as do the teaching staff, information about students' needs is shared sensitively and Study+ manager writes to all relevant staff about how to best support any particular student (dyslexic for example). Reasonable adjustments are made where appropriate.
- 6.4 Senior Leadership Team (Principal, VP and Assistant Principal: Academic Support) see students on a 1:1 basis if they are in a group whose achievement gap we are focusing on especially. We track the progress at every half term grades session, and public exam session, and provide support accordingly.
- 6.5 The E&D Committee meets and considers new ways of promoting E&D such as displays, events and publicity. We display annually the photos and details of students from our main ethnic groups in each subject to promote their achievements to others and to raise aspirations.
- 6.6 E&D features in our staff training as well as in various meetings such as Staff meetings, SLT, departmental (SMSC), Pastoral, tutors, RE staff.
- 6.7 Copies of this policy will be made available on the College's website and intranet.

Originator: Assistant Principal: Academic Support
Date of Review: September 2019
Next Review: September 2022