# EQUALITY, DIVERSITY AND INCLUSION

# POLICY

People team

## Introduction

Pinc College is committed to providing holistic education of the highest quality and this policy is underpinned by Pinc College values, culture and methodology.

Our college Values

**Individual - 'We celebrate everyone'**

**Inclusive - 'We value and support everyone'**

**Innovative 'We believe in the power to change'**

We foster a culture that is **Respectful, Responsible, Safe and Kind**

Our methodology holds the individual, their wellbeing and their specific needs in every aspect of our approach.

## Policy Statement

Pinc College is committed to equality of opportunity and fairness in all aspects of its community. The College values the rich social and cultural diversity of its team members and students. It creates an environment in which individual differences are recognised and valued.

This policy is designed to ensure that all members of the College community are offered the same opportunities regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity (including paternity), race (colour, ethnic or national background), religion or belief, sex/gender, and sexual orientation. These are referred to as protected characteristics.

The College seeks to ensure that no member of its community suffers, either directly or indirectly, as a result of discrimination. This discrimination extends beyond the individual's own characteristics and may cover discrimination by association and by perception. The College aims to ensure not only that it observes the relevant legislation but that it also does whatever is necessary to provide equality of opportunity and to prevent discrimination.

The College expects all members of its community to be treated and to treat others with respect, and aims to provide an environment free from bully, harassment, intimidation or discrimination in any form.

## Legal Considerations

In addition to being compliant with the equality laws (Equality Act 2010) and Human Rights Acts (Universal and European), this policy also complements and endorses the duties and responsibilities as set out in the Pinc College Code of Conduct (contained in the Team Handbook), and the ACAS Codes of Practice.

## Scope of the policy

This policy outlines the College's commitment across all operations. We wish to have an inclusive environment for work, and study in which diversity is valued, and equality of opportunity is apparent. The College also seeks to promote equality and inclusiveness in the employment opportunities it offers.

Team members should also be aware of the Anti-Bullying and Harassment Policy which supports the principles of this policy and is applicable to their employment.

## Aims

The College will promote good practice regarding equality and diversity inclusion.

In particular it will:

a) recognise that everyone has a right to their distinctive and diverse identities
b) strive to create a community that is representative of the community which the College serves and in which it exists
c) understand how diversity can improve its ability to deliver better services
d) provide training and communication to raise awareness and understanding of diversity and equal opportunity issues
e) provide a supportive, open environment free from discrimination and harassment and where all members of the community are treated with respect.
f) take reasonable steps to ensure that the working environment and practices do not prevent people with protected characteristics from taking up positions for which they are suitably qualified
g) review policies regularly to ensure that people are treated fairly, equitably and consistently in line with their skills and abilities
h) provide the opportunity for those who think they have been treated in any way contrary to this policy to raise and resolve issues
i) fulfil all the College's legal obligations under the equality legislation and associated codes of practice.

## Responsibilities and Commitment

Overall responsibility for implementing and monitoring the effectiveness of this policy rests with the Leadership of the College. The Leadership team is responsible for implementing this policy with respect to team members and for implementing related policies and

procedures. This includes ensuring that all team members receive appropriate equality and diversity inclusion training. The Campus Lead is responsible for implementing this policy with respect to students.

All individuals are responsible for their own behaviour; they accept the principle that there are equality of opportunity and a respect for diversity for all team members, students and anyone associated with the College. Individuals must ensure that they do not support unfair behaviour by choosing to ignore issues and must not incite or collude with unfair or unlawful discrimination.

Any individual found to be responsible for inciting, perpetrating or colluding with discrimination or harassment may face disciplinary action.

## Complaints of Discrimination or Harassment

All grievances relating to claims of discrimination in any form will be dealt with promptly and confidentially and will be investigated thoroughly.

Anyone who believes they have suffered discrimination, harassment, bullying or other victimisation and have not been able to resolve the matter themselves informally are advised to refer to the Anti-Bullying and Harassment Policy for the procedure to follow.

## Monitoring

Monitoring plays an important role in ensuring that the College is meeting its commitment to equality and diversity. To achieve this, the College may monitor the profile of the community across the protected characteristics.

The College guarantees that the information gathered for the purposes of this monitoring will be used only for monitoring to improve its equality performance and will be held and processed in accordance with the Data Protection Act (1998)

## Communication of this policy

All members of the community will be made aware of this policy at the start of the academic year, at induction, through publication in the team handbook and on the College website. In addition, new students and team member will be advised of the policy through such means as advertisements, application forms and training courses.

The College will ensure that this policy is provided to any agencies responsible for the College's recruitment, to private contractors, and to agency workers reminding them of our responsibilities and commitment to equality.

This policy is adopted on a non-contractual basis and therefore does not make up part of your contractual terms and conditions.

## Related Polices and Process Flows

Anti-Harassment and Bullying Policy

Grievance Policy

Data Protection Policy

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