



Equality, Diversity, and Inclusion Policy

August 2023

Document Quality Control

Original

Version	Author	Date	Reviewed By	Date
December 2018	Lisa Morton	December 2018	Gareth Collier	January 2019

Document Reviews/Updates

Document Version Editing	Reason for Review/Update	Reviewer	Date	Checked / Approved By	Date
January 2019	Document Formatting	Cerys Williamson	August 2019	Gareth Collier	August 2019
August 2019	Annual Review	Lisa Morton	August 2020	Gareth Collier	August 2020
August 2020	Annual Review	Lisa Morton	Sept 2021	Gareth Collier	Sept 2021
Sept 2021	Annual Review	Lisa Morton	Sept 2022	Gareth Collier	Sept 2022
September 2022	Annual Review	Lisa Morton	August 2023	Tom Arrand	August 2023

Contents

Policy.....	3
1.0 Introduction.....	3
2.0 Responsibility.....	4
3.0 The Legal Framework.....	4
4.0 Aims and Values.....	5
5.0 Procedures at the College.....	6
6.0 Educational Services.....	6
7.0 Religious Belief.....	7
8.0 Reasonable Adjustments.....	7
9.0 Responsibilities.....	8
10.0 Concerns and Complaints.....	8
11.0 Monitoring and Review.....	8
12.0 Breaches of the Policy.....	9

Policy

1.0 Introduction

- 1.1 Cardiff Sixth Form College has a very diverse community, which it celebrates and views as being one of its greatest strengths. In order to ensure everyone can thrive and meet their full and unique potential, it is essential that inclusion and equality of opportunity be at the core of all the College's initiatives and that everyone in the College community feels safe and accepted.
- 1.2 This policy should be read in conjunction with the Rewards and Sanctions Policy, Complaints Policy, Gender Policy, PSHE and RSE Policy, Anti-Bullying Policy, Accessibility Policy and the Safeguarding and Child Protection Policy.
- 1.3 In the creation of this policy, the following guidance has been taken into consideration:
 - The National Minimum Standards for Boarding Schools (2003)
 - The Gender Recognition Act (2004)
 - The Equality Act (2010)
 - The Equality Act 2010: advice for schools
 - Rights, Respect Equality (2013)
 - Towards an Equality, Diversity and Inclusion Strategy (2021)
 - Keeping Learners Safe (2022)
- 1.4 This policy applies equally to current and prospective students, including parents. Staff should refer to the Staff Handbook.
- 1.5 This policy is made available on the College website and is also available on request. All College policies can be made available in large print or other accessible format if required.
- 1.6 Everyone in the school community is equal, regardless of their religious beliefs, race, sexual orientation, gender or gender identity, disability or age and as such the College's culture reflects the importance of feeling safe.
- 1.7 The College has a zero tolerance to less favourable treatment on the grounds of any protected characteristic as listed under 'The protected characteristics - Equality Act 2010' which are defined as: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex.
- 1.8 The College is committed to promoting and developing inclusion & equality of opportunity in all its functions and will seek to do this by:
 - Communicating its commitment to equality and diversity to all members of the College community.
 - Celebrating differences and encouraging all to be themselves and reach their full potential.
 - Ensuring all staff and pupils are aware of the aims of this policy.
 - Briefing for staff and pupils on the Equal Opportunities Policy.
 - Developing monitoring, evaluation and review mechanisms of school policies, procedures and decision-making.
 - Challenging all forms of prejudice and stereotyping.

- Demonstrating the zero-tolerance attitude towards discrimination by taking all allegations seriously and ensuring that due process is followed, including where necessary liaising with external authorities.

2.0 Responsibility

- 2.1 The Senior Leadership Team have responsibility for ensuring that the College operates within the legal framework for equality and has overall responsibility for implementing the policy throughout the College.
- 2.2 Each member of the College community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

3.0 The Legal Framework

- 3.1 Discrimination can take the following forms including:
 - **Direct Discrimination** - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.
 - **Indirect Discrimination** - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic, and which cannot be justified as a proportionate means of achieving a legitimate aim.
 - **Disability Discrimination** – which includes:
 - Direct and indirect discrimination
 - Discrimination arising from disability – where someone is treated unfavourably because of something arising in consequence of their disability and it cannot be justified as a proportionate means of achieving a legitimate aim; and
 - Failure to comply with the duty to make reasonable adjustments.
 - **Victimisation** - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
 - **Harassment** – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.
- 3.2 There are other types of bullying or harassing behaviours, which the College recognises which may not fall within the legal definition under the Equality Act because they are not related to a protected characteristic. Examples include;
 - Bullying based on appearance (e.g. weight, height, disfigurement)
 - Bullying based on class, social standing, geographical area, accent, income bracket;
 - Bullying of care experienced young people, who are particularly vulnerable to bullying;
 - Bullying of young carers, who are also significantly more likely to be bullied.

- 3.3 The College culture is committed to equality, diversity and inclusion and all of the above will be regarded as unacceptable and a zero tolerance to such behaviour will always be taken.

4.0 Aims and Values

- 4.1 The aims of this policy and the College ethos as a whole are to:

- Eliminate unlawful discrimination on the grounds of any of the protected characteristics.
- Eliminate all bullying and unlawful discrimination on the basis that an individual has an additional learning need, or because English is an additional language (Please refer to the College Anti-bullying Policy for further information)
- Promote equality of opportunity for all members of the College community
- Comply with the College's equality obligations contained in the Equality Act 2010
- Provide a secure environment in which all our children can thrive and achieve all of the outcomes of 'Keeping Learners Safe' (2022)
- Provide a learning environment where all individuals feel valued and feel a sense of belonging.
- Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community via pastoral initiatives and PSHE and RSE delivery (Personal, Social and Health Education and Relationships and Sexuality Education)
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide and promote positive information about the diversity of UK society through set PSHE and RSE (Personal, Social Health Education and Relationships and Sexuality Education) lessons and the College assembly programme.
- Actively challenge discrimination and ensure that all members of the community learn from these experiences.
- Embed inclusion through all our activities.

- 4.2 To achieve these aims we will:

- Involve, where reasonably practicable, all members of the college community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures.
- Publish and share college policies to the whole community.
- Collect and analyse data (such as admissions data and examination results) to monitor any potential disadvantages amongst the pupil body, along with reviewing pastoral incident statistics throughout the course of the year.
- Help to overcome any potential barriers to learning by providing for pupils' diverse needs and learning styles including any learning support needs and/or additional learning needs a pupil may have.
- Ensure the wider college curriculum promotes and celebrates equality and diversity.

- Operate a clear zero-tolerance towards abusive or discriminatory behaviour, as outlined within the Anti-bullying, Rewards and Sanctions and the Safeguarding and Child Protection Policy.
 - Appoint an EDI Lead on the Senior Leadership Team.
 - Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination.
- 4.3 At the College we aim to promote inclusion and tackle any form of discrimination, actively promoting harmonious relations in all areas of college life and with our key partners such as parents and other schools. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

5.0 Procedures at the College

- 5.1 The College treats every application for admission in a fair and equal way. The College accepts applications from, and admits, pupils irrespective of any protected characteristic.
- 5.2 Parents must inform the College when completing the registration form of any special circumstances affecting their child (such as additional learning needs and or/healthcare needs) which may affect the child's ability to fully participate in the education provided by the College. The College will not offer a place to a child if, after reasonable adjustments have been considered, the College cannot adequately cater for and/or meet their needs.
- 5.3 Failure to disclose serious medical issues or conditions prior to arrival may result in a pupil being asked to leave the College at a later date, if reasonable adjustments cannot be made and it is felt that the College cannot adequately cater for undisclosed complex medical needs.

6.0 Educational Services

- 6.1 The College affords all pupils access to educational provision including all benefits, services and facilities irrespective of any protected characteristic subject to the College's obligations under the Equality Act 2010 and considerations of safety and welfare.
- 6.2 The College will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.
- 6.3 The College will seek to educate pupils in a multicultural, anti-discriminatory environment using the curriculum, assemblies, the PSHE and RSE (Personal, Social and Health Education and Relationships and Sexuality Education) programme, external speakers and wider pastoral care initiatives to promote an understanding and appreciation of other faiths, races and cultures.
- 6.4 The College recognises that discrimination may be, for example, direct, indirect or arising from disability, whether or not it was intentional. Harassment and bullying in all its forms are unacceptable and will be dealt with in accordance with the College Anti-bullying and Rewards and Sanctions Policy.
- 6.5 The College will:

- Treat all members of the College community with respect and dignity and seek to provide a positive working and learning environment free from discrimination.
- Endeavour to meet the needs of all children and young people and ensure that there is no unlawful discrimination on the grounds of any protected characteristics.
- Ensure those pupils with additional learning needs receive necessary educational and welfare support.
- Ensure that pupils with English as additional language receive additional support through EAP classes and the curriculum.
- Monitor the admission and progress of pupils from different backgrounds and abilities.
- Challenge inappropriate discriminatory behaviour by pupils, staff and parents.
- Offer all pupils access to all areas of the curriculum, including being able to participate in a full range of extra-curricular activities and pastoral care initiatives.
- Ensure that all staff are aware of their responsibilities in promoting equality of opportunity and are given appropriate training and support, especially regarding the promotion of children's rights.
- Work with parents and external agencies where appropriate to combat and prevent discrimination in college.
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive practices.

7.0 Religious Belief

- 7.1 The College is inclusive and welcomes and respects the rights and freedoms of individuals from all religions and faiths (or no religion or faith). A multi-faith prayer room is available for all students in the College and SMSC (Spiritual, Moral, Social and Cultural) awareness is not only channelled through the curriculum but also within PSHE (Personal, Social and Health Education) and wider pastoral curriculum initiatives.

8.0 Reasonable Adjustments

- 8.1 The College has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison to non-disabled pupils. The College will inform and consult with parents about what reasonable adjustments, if any, the College is able to make for their child. The College will carefully consider any proposals for auxiliary aids and services in light of a pupil's additional learning needs and, for example, the resources available to the College. The College has a duty to make reasonable adjustments (case by case considerations) for staff or pupils who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender. Please refer to the College Gender Policy for further information regarding this.
- 8.2 The College is not legally required to make alterations to the College's physical environment as part of the reasonable adjustments' duty. However, the College monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage caused to disabled pupils. The College has an Accessibility Plan in place [a copy of which can be made available upon request.]

9.0 Responsibilities

- 9.1 It is the responsibility of the **Senior Leadership Team** to:
- Ensure that staff act as role models of inclusive behaviour and practice
 - Ensure that the College complies with its equality obligations
 - Ensure that the College's policies & procedures are monitored in light of this policy and the College's wider equality obligations
 - Be involved in dealing with serious breaches of this policy.
- 9.2 It is the responsibility of the **Principal** to:
- Ensure effective implementation of this policy and its and procedures
 - Ensure that all staff are sufficiently aware and trained within equality & diversity
 - Actively challenge and take appropriate action in any cases of discriminatory practice within the College, be it by staff, pupils, parents or visitors
 - Have procedures in place to deal effectively with any reported incidents of discrimination, victimisation or harassment
 - Ensure that all visitors and contractors are aware of, and comply with this policy.
- 9.3 It is the responsibility of **All Staff** to:
- Positively role model inclusive behaviour
 - Actively challenge any forms of discrimination, victimisation, harassment or bullying
 - Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the College's culture
 - Commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

10.0 Concerns and Complaints

- 10.1 The College will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any pupil who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to a member of staff or may use the College's complaints procedure to seek remedy to such matters. Please refer to the College Complaints Policy for further details.
- 10.2 Any pupil who harasses another pupil on the grounds of any protected characteristic will be subject to the College's disciplinary measures in accordance with the College Rewards and Sanctions Policy.
- 10.3 If parents feel this policy has been breached, they should raise their concern or complaint through the College Complaints Policy which is available on the College website or on request.

11.0 Monitoring and Review

- 11.1 This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination.
- 11.2 This policy is usually reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the College's equality obligations.

11.3 The College Equality, Diversity and Inclusion Officers work with the Principal to provide feedback on all issues relating to equality in order to further improve and develop best practice.

12.0 Breaches of the Policy

12.1 All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the College's Senior Leadership Team.