



# **Equality, Diversity, and Inclusion Policy**

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# Policy

## 1.0 Introduction

- 1.1 Cardiff Sixth Form College has a diverse community, which it celebrates and views as being one of its greatest strengths. 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 The Proprietors take safeguarding responsibilities seriously and as such are committed to ensuring that all students are treated equally, regardless of religious beliefs, race, sexual orientation, gender or gender identity, disability, or age.
- 1.3 This policy should be read in conjunction with the *Rewards and Sanctions Policy*, *Complaints Policy*, *Gender Policy*, *Personal, Social Education and Relationships and Sexuality Education Policy*, *Anti-Bullying Policy*, and the *Safeguarding and Child Protection Policy*.
- 1.4 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 \(2019\)\*](#)
  - [\*Towards an Equality, Diversity, and Inclusion Strategy \(2021\)\*](#)
  - [\*Keeping Learners Safe \(2022\)\*](#)
- 1.5 This policy pertains to the equality, diversity and inclusion of students. Staff should refer to the *Staff Handbook* for information on staff equality, diversity and inclusion.
- 1.6 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.
- 1.7 All students are 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.
- 1.8 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'\*](#)
- 1.9 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 students.
  - Celebrating differences and encouraging all students to be themselves and reach their full potential.
  - Ensuring all students and staff are aware of the aims of this 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 Proprietors 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 students.

## 3.0 The Legal Framework

- 3.1 Discrimination can take the following forms including:
  - 3.1.1 **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.
  - 3.1.2 **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.
  - 3.1.3 **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.
  - 3.1.4 **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.
  - 3.1.5 **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, appearance)
  - Bullying based on class, social standing, geographical area, accent, family income.

- Bullying of care experienced by 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 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 are to:
- 4.1.1 Eliminate unlawful discrimination on the grounds of any of the protected characteristics.
  - 4.1.2 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)
  - 4.1.3 Promote equality of opportunity for all students
  - 4.1.4 Comply with the College's equality obligations contained in the [Equality Act 2010](#)
  - 4.1.5 Provide a secure environment in which all our children can thrive and achieve all the outcomes of '[Keeping Learners Safe](#)' (2022)
  - 4.1.6 Provide a learning environment where all students feel valued and feel a sense of belonging.
  - 4.1.7 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 PSE and RSE delivery (Personal, Social Education and Relationships and Sexuality Education)
  - 4.1.8 Include and value the contribution of all families to our understanding of equality and diversity.
  - 4.1.9 Provide and promote positive information about the diversity of UK society through set PSE and RSE (Personal, Social Education and Relationships and Sexuality Education) lessons and the College assembly programme.
  - 4.1.10 Actively challenge discrimination and ensure that all members of the community learn from these experiences.
  - 4.1.11 Embed inclusion through all activities.
- 4.2 To achieve these aims the college will:
- 4.2.1 Involve, where reasonably practicable, members of the college community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies, and procedures.
  - 4.2.2 Publish and share relevant college policies to the whole community.
  - 4.2.3 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.

- 4.2.4 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.
- 4.2.5 Ensure the wider college curriculum promotes and celebrates equality and diversity.
- 4.2.6 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*.
- 4.2.7 The Assistant Principal is the Equality Diversity and Inclusion Lead on the Senior Leadership Team.
- 4.2.8 Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination.
- 4.3 The College aims to promote inclusion and tackle any form of discrimination, actively promoting harmonious relations in all areas of college life. The College seeks to remove any barriers to access, participation, progression, attainment, and achievement.

## 5.0 Procedures at the College

- 5.1 The College treats every application for admission or employment in a fair and equal way. The College accepts applications 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 later, 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 PSE and RSE (Personal, Social 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 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:

- 6.5.1 Treat all members of the College community with respect and dignity and seek to provide a positive working and learning environment free from discrimination.
- 6.5.2 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.
- 6.5.3 Ensure those pupils with additional learning needs receive necessary educational and welfare support.
- 6.5.4 Ensure that pupils with English as additional language receive additional support through English for Academic Purposes (EAP) classes and the curriculum.
- 6.5.5 Monitor the admission and progress of pupils from different backgrounds and abilities.
- 6.5.6 Challenge inappropriate discriminatory behaviour by pupils, staff, and parents.
- 6.5.7 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.
- 6.5.8 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.
- 6.5.9 Work with parents and external agencies where appropriate to combat and prevent discrimination in college.
- 6.5.10 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 Spiritual, Moral, Social and Cultural (SMSC) awareness is not only channelled through the pastoral curriculum but also within PSE (Personal, Social Education) and wider pastoral curriculum initiatives.

## 8.0 Reasonable Adjustments

- 8.1 The College has an ongoing duty to make reasonable adjustments for all students with a disability to ensure they do not suffer a substantial disadvantage in comparison to non-disabled people. 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 considering 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:
  - 9.1.1 Ensure that staff act as role models of inclusive behaviour and practice.
  - 9.1.2 Ensure that the College complies with its equality obligations.
  - 9.1.3 Ensure that the College's policies & procedures are monitored considering this policy and the College's wider equality obligations.
  - 9.1.4 Be involved in dealing with serious breaches of this policy.
- 9.2 It is the responsibility of the **Principal** to:
  - 9.2.1 Ensure effective implementation of this policy and its procedures.
  - 9.2.2 Ensure that all staff are sufficiently aware and trained within equality & diversity.
  - 9.2.3 Actively challenge and take appropriate action in any cases of discriminatory practice within the College
  - 9.2.4 Have procedures in place to deal effectively with any reported incidents of discrimination, victimisation, or harassment.
- 9.3 It is the responsibility of **All Staff** to:
  - 9.3.1 Positively role model inclusive behaviour
  - 9.3.2 Actively challenge any forms of discrimination, victimisation, harassment, or bullying
  - 9.3.3 Promote an inclusive curriculum, identify, and challenge bias and stereotyping within the curriculum and in the College's culture.
  - 9.3.4 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 students who make claims of discrimination and/or harassment. Anyone 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 Procedure* 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.

## **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.