



Greenhead College Corporation

**DIVERSITY AND INCLUSION
POLICY**

July 2021

DIVERSITY AND INCLUSION POLICY

1. AIMS

In accordance with the Equality Act 2010, Greenhead College will aim to ensure that everyone is valued, respected and not discriminated for any of the following reasons:

- age
- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- being pregnant or on maternity leave
- being married or in a civil partnership

The College's policy for diversity and inclusion is reflected in our mission statement to:

- Provide a safe and supportive environment in which individuals feel valued, grow in confidence and fulfil their potential for academic, moral, social and physical development;
- Continue to be a centre of excellence for a college of its type, providing, within its means, education and training of the highest quality for each individual student;
- Be a major force in enabling its community to reach nationally set learning targets through the offer of a level 3 curriculum concentrating on A-level provision;
- Prepare students for life beyond Greenhead College and the world of work through the provision of opportunities to develop employability skills.
- Thus, the College's ethos is built on the basic tenet that each member of the College is an individual to be valued and that all members of the College have equal access to opportunities and experiences offered.
- The College will make reasonable adjustments to be an inclusive College by removing obstacles that may impede student or staff progress and development on grounds of age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or marriage. It will also promote equality of opportunity and a positive awareness of diversity across all areas of activity.
- The College will make reasonable adjustments in terms of the accessibility of our provision to help people with disabilities achieve their full potential.

2. IMPLEMENTATION

The College:

- Complies with all relevant provisions of the Equality Act 2010.
- Through the work of Senior Leaders, Heads of Department and their teams will annually monitor and analyse student retention and achievement according to age, sex, race, disability and disadvantage from application to post college progression. Data from the College MIS, ALPs, Sixth Sense and our Learner and Parent Voice surveys will inform QUIPs, SARs and the Strategic College Plan to make Greenhead an inclusive College.
- Take all appropriate and reasonable steps to identify and narrow achievement gaps between groups of learners.
- Learning Support will review Diversity and Inclusion (D&I) provision through their monitoring and annual plans.
- Uses, wherever appropriate, staff and student recruitment, inductions, the tutorial programme, the academic and enrichment curriculum, staff inset, student planners, and relevant college publications and campaigns to:
 - Promote diversity and inclusion
 - Communicate procedures regarding discriminatory conduct
- Assesses the impact of all policies and procedures in relation to diversity and inclusion. All policies include a statement that they comply with the college Diversity and Inclusion Policy and all relevant legislation and be amended where they do not.
- Periodically audit curriculum areas to assess impact of practices and procedures according to the nine protected characteristics as stated in the Equality Act 2010. The results of any such consultation shall be published discretely or as part of the annual diversity and inclusion report on the college web site.
- Will look for opportunities to work with other sector providers (i.e., Norvic, Maple colleges) in exploring ways to monitor and further promote Diversity & Inclusion. Engage with external agencies to raise awareness of diversity and inclusion.

3. RESPONSIBILITIES

All college members are responsible for the implementation of the Diversity and Inclusion Policy.

- Ultimate responsibility for the Diversity and Inclusion policy lies with the Principal and Governors.
- A designated Assistant Principal has specific responsibility for Diversity and Inclusion issues in aiding Greenhead to be an inclusive College.
- The College's Diversity and Inclusion Co-ordinators will have responsibility (in conjunction with the Assistant Principal and Director of Human resources) for developing and promoting D & I throughout the college curriculum and wider college life, including where appropriate, ongoing training.
- The GCSA will elect D&I representatives to liaise with the Diversity & Inclusion Co-ordinators to raise awareness through communication and campaigns amongst College students and staff.

- All line managers have direct responsibility for ensuring compliance with the Diversity and Inclusion Policy with their area.
- Ensure engagement with key stakeholders such as Governors, Trade Union Representatives, line managers and GCSA officers.
- All College members have responsibility for day-to-day implementation of the Diversity and Inclusion policy to ensure people feel valued and respected.

<i>Author:</i>	<i>Tom Rowley Assistant Principal Jessica Norcliffe Director of HR</i>
<i>Date drafted:</i>	<i>July 2021</i>
<i>Date accepted by the WP:</i>	<i>November 2021</i>
<i>Date of next review:</i>	<i>July 2024</i>