

Equality and Diversity

Group Terms of Reference

Mission

BSix's Equality and Diversity Group is committed to helping the College meet its strategic aim by championing equality, diversity and fulfilling our social justice responsibilities. The work of this Group will be guided and informed by the College's belief and commitment to inclusiveness, participation, openness, and the quality of provision as encapsulated by the College's 'Single Equality Policy'.

Purpose

It is recognised that access and treatment is not equal for everyone and that the College needs to be responsive to the differing needs of individuals. The purpose of this Group, therefore, is to raise awareness of equality and diversity issues, identify obstacles and problem areas, identify equality priorities and objectives, propose actions to meet these priorities and monitor progress. Its remit is both staff and students.

Objectives:

1. To identify our equality priorities and objectives and review progress
2. To propose the development and implementation of equal opportunities initiatives and activities for staff, students and relevant local communities in order to help progress and meet our equality priorities and objectives
3. To specify and receive monitoring data
4. To review the impact of policies, procedures and processes, identify where we are falling short and recommend relevant actions
5. To promote the involvement of a diverse range of staff and students in College life to foster cohesion and eliminate discrimination
6. To promote cooperation within, and between, a diverse range of staff and students
7. To encourage staff and student equality networks and hear regularly from representatives on collective views and progress on their actions
8. To engage with curriculum and support areas as required to ensure relevant equality and diversity matters are on their agenda
9. To report annually to the Governing Body on progress, highlighting important issues of particular significance

Equality and Diversity

Single Equality Policy

1. Purpose

BSix College's 'Single Equality Policy' is informed by the equalities act 2010 and is aimed at promoting equality and diversity and tackling discrimination with respect to its protected characteristics:

- Age
- Disability
- Gender
- Gender reassignment
- Race
- Religion or belief
- Sexuality
- Pregnancy and maternity
- Marriage and civil partnership

The method by which the College will fulfil its legal requirement is specified as practical steps to be taken in the Action Plan and the process of evaluating the impact assessment of the policies will be described.

2. Scope

Equality at BSix College will be promoted with regard to teaching and learning and the curriculum as well as in the employment of staff. It is the responsibility of all employees and students at BSix College to uphold the College's 'Single Equality Policy' and to integrate equality standards into their daily activities by challenging inequality and respecting the diversity of others.

3. Laws and Regulations

The Equalities Act 2010, informing the Single Equality Policy, incorporates the following legislation:

- Equalities (Goods and services for LGBT people) Act 2007
- Employment Equality (Age) Regulations 2006
- The Equality Act 2006
- Disability Discrimination (Amendment) Act 2005
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion/Belief) Regulations 2003
- The Race Relations (Amendment) Act 2000

4. Responsibilities

The Corporation		The 'Single Equality Policy' is accountable to the corporation
Principal	Kevin Watson	Overall responsibilities for the equality issues of the College
Vice Principal, Student Services	Kishan Pithia	Ensuring that the 'Single Equality Policy' is in place throughout the College and responsible for monitoring its success
HR	Claire Crook	Responsible for monitoring staff equality and diversity issues

5. Equality Duties

The College will actively promote the spirit of the Equalities Act 2010 and comply with its requirements. The effectiveness of the College's response to this legislation will be regularly monitored and policies and progress published. The College will make sure, in line with the act and with respect to the protected characteristics, that there is no:

- Direct discrimination
- Dual discrimination
- Indirect discrimination
- Harassment
- Victimisation

6. Equality and Diversity Statement

The College actively promotes equality of opportunity for all students, staff and other College users. It resists all forms of prejudice and discrimination as well as promoting diversity. It will:

- Ensure that strategies for teaching and learning promote equality and respect, and celebrate the diversity of our communities
- Collect data on value added and achievement so that the causes of any barriers to progression can be investigated and remedied
- Promote a range of learning strategies which support and enable all students to fulfil their academic potential

- Treat all students, staff and users with respect and provide an environment free from harassment, discrimination and victimisation based on the protected characteristics
- Provide appropriate learning support for all students according to their specific needs
- Ensure that applications to work or study at the College are considered without prejudice to the protected characteristics
- Seek to achieve a work force that reflects the diverse community which it serves
- Make sure that no potential employee or candidate for promotion will be disadvantaged because of requirements or conditions unrelated to the post. This includes continuing to make reasonable adjustments to guarantee success for all.
- Collect data on employees according to level, salary, promotion, retention and opportunity for professional development
- Make sure that that Single Equality Policy and its commitments are understood by students, staff, governors and external organisations that regularly use the college
- Develop action plans which will be monitored annually
- Involve staff and students in action plans for equality and diversity

7. Publishing and Monitoring

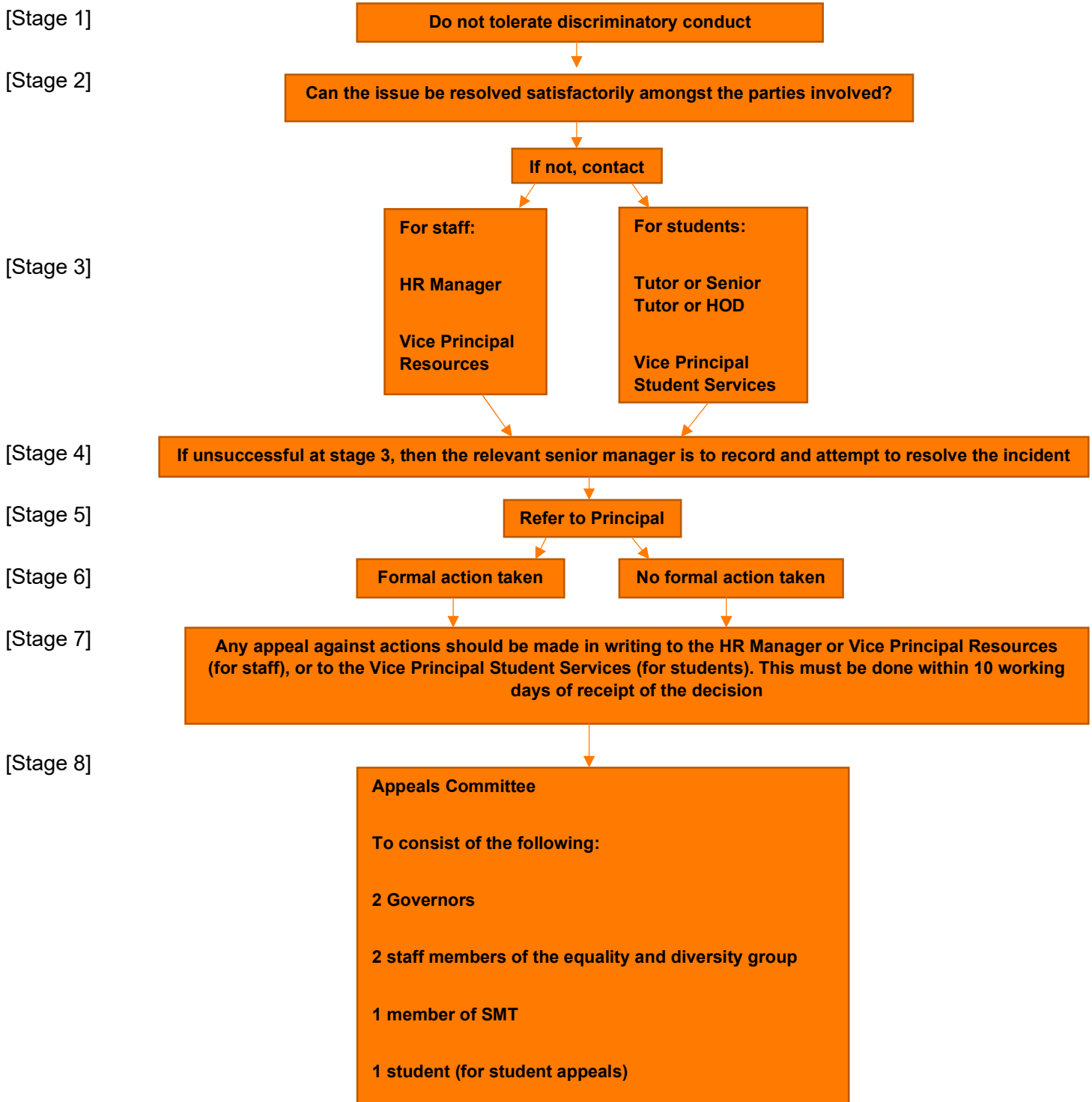
Publishing

- The Single Equality Policy will be published on the College website and will be available on request in electronic format, hard copy, large-print or Braille
- We will publish reports of progress against objectives in the Action Plan

Monitoring

- Student views will be collected through the student voice survey, student voice forum and the student council
- We will evaluate progress towards meeting the needs of all students, promoting equality and tackling discrimination in self-assessment reviews, quality improvement plans and lesson observations
- Our policies and procedures will continue to be reviewed for equality and diversity
- Progress on narrowing achievement gaps will be monitored
- Incidents of discrimination will be documented and analysed by the Vice Principal Student Services
- Reports will be produced on the way in which the work force reflects the local community and on opportunities for continuous professional development
- All reports will be produced for the equality and diversity group which meets each half term and these will be shared at Manger's meetings and shared with all staff
- The governing body will ultimately monitor the effective implementation of the policy

8. Guidelines for dealing with discriminatory conduct



Action Plan 2018-19

Objective	Action	By Whom	By When
1. Publish the BSix Equality and Diversity Group Terms of Reference and the 'Single Equality Policy' 2018-19	<ul style="list-style-type: none"> Review and ratify the Equality and Diversity Group Terms of Reference and the 'Single Equality Policy' 2018-19 	Chair of Governors and Principal	December 2018
2. Establish the BSix Equality and Diversity Group	<ul style="list-style-type: none"> Recruit staff members for the BSix Equality and Diversity Group which must consist of: Vice Principal Student Services (Chair) HR Manager 1 member of the College Management Team 5 Curriculum Staff 2 Support Staff 	VP Student Services	December 2018
3. Reinforce emphasis on promoting equality and tackling discrimination through teaching and learning	<ul style="list-style-type: none"> Staff development on equality and diversity in the classroom and in tutorial 	Heads of Departments and Senior Tutors	June 2019
4. Promote the professional aspirations of all staff	<ul style="list-style-type: none"> Provide continuous professional development opportunities through the LSFP Undertake comprehensive staff reviews Monitor the progress and impact of staff Individual Improvement Initiatives 	VP Student Services College managers College managers	June 2019 June 2019 June 2019
5. Narrow student achievement gaps	<ul style="list-style-type: none"> Request completion data and in-year monitoring data from AP MIS Review, analyse and make recommendations on student achievement and value-added by: 	Equality and Diversity Group	June 2019

	Gender Ethnicity FSM LDD Level Bursary Disadvantage		
6. Seek to achieve a work force that reflects the diverse community which it serves	<ul style="list-style-type: none"> • Request employee E&D data from HR • Review employee E&D data against student E&D data • Review employee E&D data against Hackney Borough E&D data 	Equality and Diversity Group	June 2019
7. Monitor the effective implementation of the Single Equality Policy	<ul style="list-style-type: none"> • Produce an end of year report on the progress of the Action Plan for the governing body 	VP Student Services	June 2019