

POLICY ON EQUALITY AND DIVERSITY FOR STUDENTS

Last Review:	March 2019
Approved by Board:	July 2019
Next Review:	March 2021
Policy Owner:	Equality and Diversity Manager

Vision

Loreto College is centred in God, rooted in Christ and animated by the spirit of Mary Ward, the founder of the Institute of the Blessed Virgin Mary. Our vision is that it will be an educational community where each person has the experience of being loved and valued as a sacred individual created by a loving God; a community where students enjoy an enriching and liberating education that helps them grow into the fullness of life and empowers them to be men and women of courage who are alive to the needs of humanity and committed to making a better world. We are committed to building a healthy and vibrant college where the diversity of all members of the College community is celebrated, valued and respected. It is in such a community that students are able to flourish and develop their full potential.

Bringing together students with different backgrounds, experiences and perspectives allows us to become more innovative and successful.

Introduction

The College aims to be an educational community which gives expression to the core values of Mary Ward - freedom, justice, sincerity, truth, joy, excellence and internationality. Loreto College has the highest expectations of personal, academic and professional excellence.

This document sets out the College's policy and guidance on the procedures it will follow to ensure equality of opportunity for the student body. In doing so, the College will be mindful not only of its legal responsibilities but of its Mission and core values. As the College exercises its duty of care for all its students, and staff, it will endeavour to treat each individual with justice, compassion and respect for their dignity, irrespective of difference.

Preamble

Loreto College's equality policy aims to:

- Ensure that all students have an equal opportunity to participate fully in the life of the College;
- Promote and maintain a community in which individuals are free from discrimination, harassment and bullying;
- Value and celebrate the diversity of the College community;
- Nurture the talents of all students, irrespective of their background or characteristics, and develop them within a positive and supportive culture;

- Uphold the Equality Act 2010, the Public Sector Equality Duty 2011, the SEND reforms of the Children and Families Act 2014, and all subsequent legislation.

1. General Policy Statement

- 1.1 The purpose of this policy is to promote, implement and monitor the equality of opportunity for all students at Loreto ensuring that it meets all legal requirements and obligations.
- 1.2 The College will ensure that at entry all students will experience equality of opportunity in which no one is treated unfairly because of race, sex, age, disability, sexual orientation, gender reassignment, religion or belief, marriage and civil partnership & pregnancy and maternity which are protected characteristics as outlined in the Equality Act 2010.
- 1.3 If any student feels that their personal treatment is in breach of point 1.2 then the Principal and ultimately the College Governing Body will be the respondent (note Appeals Procedure in 5.0).
- 1.4 The College will, if required, consult and co-operate with relevant national and/or local bodies which monitor relevant legislation in the case of resolving any dispute.
- 1.5 Staff will be made aware of their legal and moral duties in the implementation of this policy.

2. Access to and Participation in Education at Loreto

2.1 Access to Qualifications

- 2.1.1 The College will ensure that admission to its programmes of study will reflect the criteria as laid down in the introduction to this policy. Admission to courses is available to students who are able to achieve the required standard in their respective programme. For learners with high needs additional support requirements this is subject to funding approval from the Education Skills Funding Authority and the Local Authority in which the student resides.
- 2.1.2 Particular help and attention will be given to those who find access to education difficult.
- 2.1.3 The spectrum of courses will, as far as is possible, reflect the needs of students, the local community and national requirements.
- 2.1.4 New students will each be allocated a diary, personal tutor and an induction in their chosen programme of study.

2.2 Access to Learning

- 2.2.1 The College will maintain a learning environment in which all students feel at ease and in which guidance, counselling and induction will be given without any form of discrimination.

- 2.2.2 The College provides a barrier-free environment to student learning.
- 2.2.3 The College will also ensure that the curriculum, its delivery and resources will be planned to maintain equality of opportunity for all its students. These will be free of any discriminatory assumptions, images, language and/or stereotyping.
- 2.2.4 On admission, students will receive individual advice and guidance in order to ensure that due accreditation is given for prior learning or attainments as relevant to their particular programme of study.
- 2.2.5 On placements, supervising staff will seek to ensure that the students have not been made subject to any discriminatory assumptions or practices and students will be encouraged to report any concerns they have.
- 2.2.6 The College will provide appropriate special and flexible patterns of study to meet the needs of students as required - the use of which will be monitored by the students' teacher throughout the programme.
- 2.2.7 Further materials will be progressively purchased and developed as required. These will be based in areas that best meet the needs of the student.
- 2.2.8 Appropriate learning support will be provided for students according to individual needs as funding allows.

3. Implementation, Monitoring and Review of the Policy

- 3.1 The Equality and Diversity Manager is the member of staff responsible for implementing, monitoring, reviewing and evaluating this policy and is empowered to co-opt members of staff, students and the wider community in an advisory capacity.
- 3.2 The Equal Opportunities Policy is available on the College website.
- 3.3 The Equality and Diversity Manager will also ensure that the policy is fully implemented. This means that all new staff will be informed of their duties under this policy as members of the College, as teachers and tutors.
- 3.4 The policy will be monitored and reviewed on a bi-annual basis.
- 3.5 Relevant statistical data relating to student retention, achievement and destinations will be collected and analysed. This will form part of the Annual Self Assessment Report which will also include other relevant data on matters pertaining to equal opportunities at Loreto College.

4. Responsibilities

4.1 Governors are responsible for:

- 4.1.1 Ensuring that the strategic direction of the College supports advancing equality and diversity.

- 4.1.2 Ensuring the College meets all its legislative duties, including the general and the specific duties of the Equality Act 2010, the SEND reforms of the Children and Families Act 2014 and all subsequent legislation.
- 4.1.3 Reviewing progress on advancing equality and diversity on an annual basis and through the link governor visits.
- 4.1.4 Holding the Senior Management Team accountable for the implementation of this policy.
- 4.1.5 Striving to ensure that the membership of the body of governors and advisors reflects the diversity of the student community at the College.

4.2 The Senior Management Team is responsible for:

- 4.2.1 Promoting a welcoming, inclusive college for all, showing respect for everyone, valuing diversity and advancing equality.
- 4.2.2 Implementing the Equality Act 2010, including the general and specific duties, the SEND reforms of the Children and Families Act 2014, and all subsequent legislation, and the Equality and Diversity Policy.
- 4.2.3 Ensuring staff and students understand their responsibilities and are given appropriate support and training to enable them to carry out their duties.
- 4.2.4 Ensuring equality and diversity monitoring is integrated into quality assurance processes.
- 4.2.5 Assessing policies, plans and procedures to identify areas for improvement and then to make changes to ensure we are implementing our values as well as complying with the law.

4.3 All staff are responsible for:

- 4.3.1 Promoting a welcoming, inclusive college for all, showing respect for everyone, valuing diversity and advancing equality.
- 4.3.2 Behaving in a way which does not discriminate against, victimise, bully or harass any individual or group (as in 1.2 above); this includes on social media.
- 4.3.3 Challenging inappropriate or discriminatory behaviour.
- 4.3.4 Reporting incidents of discrimination, victimisation, bullying and harassment.
- 4.3.5 Contributing to self-assessment reporting on how equality and diversity are advancing in their areas.
- 4.3.6 Participating in equality and diversity training.
- 4.3.7 Fully integrating and embedding equality and diversity in their delivery of services.

- 4.3.8 Fully integrating and embedding equality and diversity within curriculum planning and teaching, learning and assessment.
- 4.3.9 Regularly reviewing the promotion of equality and diversity in individual subject areas and improving the opportunities identified in schemes of work.
- 4.3.10 Developing schemes of work, lesson content and resources which recognise and promote inclusion.

4.4 Students are responsible for:

- 4.4.1 Promoting a welcome, inclusive college for all, showing respect for everyone, valuing diversity and advancing equality.
- 4.4.2 Behaving in a way which does not discriminate against, victimise, bully or harass any individual or group (as in 1.2 above); this includes on social media.
- 4.4.3 Reporting incidents of discrimination, victimisation, bullying and harassment to their tutor or other member of staff.

4.5 **Our expectations are** that all who work in partnership with the College in any capacity (for example, parents/carers, contractors, work experience employers, hirers of our premises, external speakers and trainers) agree to:

- 4.5.1 Show respect for everyone, valuing diversity and advancing equality.
- 4.5.2 Behave in a way which does not discriminate against, victimise, bully or harass any individual or group.
- 4.5.3 Behave in a way that does not contravene the College’s Equality and Diversity Policy or the law.

5. The Appeals Procedure

- 5.1 The College will ensure that there are no barriers which might inhibit any student from lodging an appeal against any alleged contravention of this policy.
- 5.2 If a student feels that there has been an alleged contravention of the policy the student should feel able to express their concerns to all involved.
- 5.3 If 5.2 does not bring satisfaction or this is not an appropriate course of action then the matter should be discussed with the student’s Head of Hall.
- 5.4 If 5.3 also does not bring satisfaction a formal complaint may be made to the Deputy Principal/Head of Student Services who will follow the complaints procedure.

This policy should be read in conjunction with the following policies and procedures:

Anti-Bullying Policy
 Complaints Policy
 Code of Respect

Safeguarding Policy
 Student Behaviour Policy
 Student Charter

Appendix A

Definitions in relation to protected characteristics (Equality Act 2010)

- disability;
(1)A person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.
- gender reassignment;
(1)A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
(2)A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.
- marriage and civil partnership;
A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.
- race;
Race includes: colour, nationality, ethnic or national origins.
- religion or belief;
Religion means any religion and a reference to religion includes a reference to a lack of religion.

Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.
- sexual orientation;
Sexual orientation means a person's sexual orientation towards persons of the same sex, persons of the opposite sex or persons of either sex.

Appendix B: Forms of Discrimination

The following are forms of discrimination that this policy aims to avoid:

Direct discrimination means treating someone less favourably than someone else because of a protected characteristic. In the case of age, treating someone less favourably than someone else may be justified.

Direct discrimination by perception means treating one person less favourably than someone else, because you incorrectly think they have a protected characteristic.

Indirect discrimination means putting in place a rule or policy, or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

Discrimination arising from disability means treating a disabled person unfavourably because of something connected with their disability when this cannot be objectively justified.

Direct discrimination by association means treating someone less favourably than another person because they are associated with a person who has a protected characteristic.

Harassment is unwanted behaviour related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment.

Victimisation is treating someone unfavourably because they have taken some form of action relating to the Equality Act, e.g. made a complaint under the Act or supported somebody who is doing so, such as appearing as a witness.

(Above definitions from <https://www.equalityhumanrights.com/en>)