

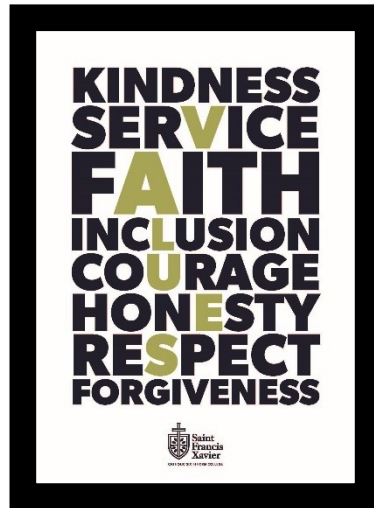
Equality and Diversity Policy 2023

St Francis Xavier Sixth Form College is an inclusive educational community rooted in the Catholic faith, that has Christ at its centre. Our aim is to provide a broad curriculum which emphasises the pursuit of excellence and focuses on career preparation, leadership and service to others. We are committed to preparing the whole person to lead a life of purpose and success in a just and sustainable world



St Francis Xavier Catholic is fully committed to promoting, maintaining and supporting equality and inclusion for all students and staff at the College. The College aims to create an environment where all individuals have the opportunity to achieve their full potential, and develop their self-esteem and respect for and from all others. The College expresses its opposition to all forms of inequality and discrimination. The College is an equal opportunities employer. This policy helps to demonstrate that equality and diversity are at the heart of what we do in the context of our Catholic Community.

The College affirms the unique value of each member of our community and recognises their individual dignity. We also recognise the diversity of the community to which we belong and the responsibility this imposes on us. We expect our college values to be upheld and protected by all members of the community.



College Ethos

The College seeks to express its ethos – based on Catholic values – and create a welcoming and secure environment. As a cohesive community aware of its responsibilities to each other and broader society we will strive to combat all forms of discrimination through these values.

The College seeks to support students in their educational ambitions and encourage them to aspire to the best possible outcomes. This will include providing every student with a personal tutor and the opportunity for careers guidance.

Appropriate support will be offered to students with particular learning difficulties, physical disabilities or special needs to maximise their educational opportunities at the College.

In line with the mission of the College, students who are experiencing difficulties in either their work or personal lives will be offered or directed to appropriate support. This will include the support provided by the pastoral team, safeguarding team, the EDI committee and College Chaplain.

Excellent equality and diversity resources are available for all staff and students here:

<https://sites.google.com/sfx.ac.uk/ediatsfx/home>

Equality Objectives 2023:

1. The tutorial programme which every student follows has been amended to include a programme of lessons to help foster good relations and celebrate diversity. The following Protected Characteristics are covered: age, disability, race, religion or belief, sex and sexual orientation and gender reassignment. It is updated annually.
2. The Induction tutorials include an increased emphasis on Equality & Diversity. The following Protected Characteristics are covered: age, disability, gender re-

assignment, marriage and civil partnerships, race, religion or belief, sex and sexual orientation. These are updated annually.

3. Our religion and philosophy programme will take every opportunity to include insightful lessons and discussions regarding EDI issues including sexuality, gender reassignment, sex and disability.

The Equality Act 2010:

The Equality Act 2010 became law on 1st October 2010. The Act streamlines earlier equality legislation into one Act and introduces common definitions of discrimination. The nine 'protected characteristics' under the Act are:

- Age
- Disability
- Gender
- Race
- Gender reassignment (people undergoing gender reassignment or who are transgender)
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief

- Sexual orientation (gay, lesbian, bisexual)

Students and staff must be protected from discrimination and harassment on these grounds. The Act also protects against discrimination by association and perception e.g. a partner or carer of someone with a protected characteristic should also be protected from discrimination and harassment.

Public Sector Equality Duty:

The College affirms the unique value of each member of our community and recognises their individual dignity. We also celebrate the diversity of our community and accept the responsibility this places on us. We expect these values to be upheld and promoted by all members of the College.

We are opposed to all forms of discrimination and we will ensure that individuals from all backgrounds have equal access to our learning programmes, facilities, staff recruitment, selection and access to training and development opportunities.

The Public sector Equality Duty is set out in section 149 of the Act and came into force on 5th April 2011.

The Equality Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

The College must have due regard of these duties in the carrying out of its functions. Having due regard means consciously thinking about the three aims of the general duty as part of the process of decision-making.

For example, having due regard to the need to advance equality of opportunity involves considering the need to:

- Remove or minimise barriers faced by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Equality Duties:

The Public Sector equality duty requires all public bodies to publish information to demonstrate the extent to which it furthered the aims of the general equality duty. Subsequent information must be published at least annually. The draft regulations require public bodies to:

- Publish equality objectives every four years
- Publish information annually to demonstrate their compliance with the general Equality Duty;
- Publish information relating to their employees (for bodies with 150 or more staff) and others affected by their policies and practices (such as service users).

All information must be published in a way that is accessible to the public.

1.1 The College will uphold its public sector duty as outlined above and actively seek to ensure that both students and staff experience equality of opportunity and are free from harassment, discrimination or victimisation of any kind, in regard to the protected characteristics. Furthermore, the College recognises and extends this policy to include, social status and deprivation, homelessness, unemployment, asylum and refugee status or membership of a trade union, or for any other identifiable cause protected by law.

1.2 As a responsible body, the College recognises and accepts its vicarious liability for the actions of staff, students and sub-contractors. The College will comply with all legislation, regulations, statutory and non-statutory codes of practice and our contractual requirements relating to equality and diversity.

1.3 The College will challenge all forms of inequality, discrimination and harassment, and actively promote opportunities for the groups mentioned in 1.1 and foster good relations between them. The College will challenge extremism and fundamentalism in order to confront radicalisation and promote tolerance by actively supporting the Prevent Programme. This work is regarded as the responsibility of all staff in the College.

1.4 Any action which contravenes this policy renders individuals employed by the College or students liable for disciplinary action. Evidence of discrimination or harassment will be considered as gross misconduct. Clients or contractors who contravene the policy can expect appropriate action.

1.5 This is the principal policy for equality, diversity and social inclusion for St Francis Xavier Catholic Sixth Form College. The other main equality and diversity policy deriving from this document is the Single Equality Scheme – to ensure that staff and learners are not

discriminated against on the grounds of possessing a protected characteristic and are provided with equal opportunities to participate in the life of the College.

Scope:

2.1 The College has an ultimate role in approving, championing, promoting and monitoring the Equality and Diversity Policy.

2.2 The following groups and post-holders have responsibilities for the development and implementation of policies relating to equality and diversity for staff and students.

2.2.1 The Principal is responsible for leading the College's committees and boards to ensure compliance with legislation.

2.2.2 CMDC is responsible for ensuring that the Equality and Diversity Policy is implemented in all aspects of its work.

2.2.3 The equality and diversity coordinator is responsible for promoting equality and diversity for students at the College. They will be responsible for raising awareness of equality and diversity procedures and practices among the student body. They will also be responsible for formulating, monitoring, evaluating and reviewing the Equality and Diversity Policy in respect of students.

2.2.4 Heads of Department and Line Managers are responsible for implementing the Equality and Diversity Policy in relation to staff and students in their department.

2.2.5 The College's Equality and Diversity Committee has a responsibility to monitor equality and diversity practices across the College to provide guidance to staff and students on equality and diversity matters and to complete regular reviews and update of the policy and of Equality and Diversity activities.

2.2.6 Every staff member has an implied duty under their contract of employment to comply with the requirements of this policy.

2.2.7 Every student has an implied duty under the Student Code of Conduct to comply with the requirements of this policy.

2.2.8 Any individuals or organisations contracted within the College have an implied duty under their contract of employment to comply with the requirements of this policy.

2.2.9 Any students and staff working on placement outside the College will be asked to understand the policy requirements of that organisation, whilst ensuring they comply with the policy of St Francis Xavier Sixth Form College.

3.0 Intent:

3.1 Through its recruitment, selection and admission procedures, the College will seek to ensure that it supports equality and diversity in all aspects of education and employment, so that the student body, workforce and Governing body reflect the diversity of the communities we serve.

3.2 The College will seek to achieve equality for all students and to engage all learners, irrespective of their cultural background in all aspects of teaching, learning and support. It is committed to the attempt to 'narrow the gap' where students from one diversity strand achieve less well than those from other strands.

3.3 The College is committed to achieving equality for all staff in training, career development, promotion and reward, and will support staff to help them maximise opportunities to promote equality and diversity.

3.4 Any form of unfair discrimination against students or staff will be tackled effectively and with the aim of preventing such discrimination from occurring again in future.

3.5 Teaching materials and methods, and all forms of general communication with students, will strive to be sensitive to different cultures and will seek to promote Equality and Diversity and foster good relations between people from different groups.

3.6 Opportunities will be sought to extend the influence of the College's Equality and Diversity good practice to parents, Higher Education institutions and other partner organisations, employers with whom we work and the local community.

4. Implementation:

4.1 Implementing equal opportunities is an ongoing process that will be regularly reviewed by the CMDC.

4.2 All staff will be made aware of the Equality and Diversity Policy during the induction process. Additional training will also be conducted for staff during whole College training days.

4.3 The College will produce an annual Action Plan to support the development and provision of equality and diversity. The action plan will be monitored by CMDC and EDI Coordinator.

4.4 CMDC will review all policies and procedures to ensure that a commitment to equality and diversity is continually evident. Equality Impact Assessments will be conducted on key strategic documents and projects and policies related to students and human resources at the time of their revision.

4.5 College marketing and support materials will seek to encourage applications and enquiries from all members of the community in line with the College Admissions criteria, reflecting the ethos of this Equality and Diversity Policy.

4.6 The College aims to provide support services during enrolment and on programme to help in the identification of additional student support needs where necessary.

4.7 Equality and Diversity training, advice and guidance and support will be provided to ensure that all staff, students and contractors understand their duties and obligations in law. Training will take place in staff Induction and updated in CPD sessions.

4.8 The College will protect the confidentiality of disclosure of sensitive matters related to equality and diversity. If information needs to be shared, for example on the grounds of health and safety or criminal law, care will be taken to share only what is necessary and to record what was shared, with whom, and why.

4.9 Staff or Students who believe they have not been treated in accordance with the Equality and Diversity Policy may wish to make a complaint. This may be made either informally or formally in accordance with the College Complaints Procedure.

4.10 The College will consider it to be a disciplinary offence under this Policy if any employee makes a false accusation against another employee regarding an alleged breach of the Equality and Diversity Policy.

4.11 The E&D policy supports the Prevent Strategy. All staff should challenge extremist views expressed in College, and must notify the DSL if they are concerned about individual students who they think are becoming radicalised or who may be radicalising others whether in or beyond College.

4.12 The Counter-Terrorism and Security Act places a specific legal duty on all specified authorities to “have due regard to the need to prevent people from being drawn into terrorism”. We must therefore have due regard to the guidance issued by the Secretary of State.

4.13 The E&D tutorials in both Year 12 and 13 will address radicalisation and will specify that students must report other students who hold extremist views or who they believe are either becoming radicalised or might be radicalising others. The tutorials will also include a section on what is meant by fundamental British values.

5.0 Monitoring:

5.1 The College will conduct comprehensive and effective monitoring of all aspects of the Policy, both on an ongoing basis and as education and employment policies and practices change. Benchmarking data will be sought for the purpose of monitoring gender, ethnicity and disability.

5.2 CMDC will receive data which will inform the planning process and the implementation of this Policy and data in the College SAR.

5.3 Monitoring will be undertaken in accordance with best practice recommendations, particularly from the following bodies:

Association of Colleges; SFCA and The Equality and Human Rights Commission

5.4 The College will monitor the implementation of this Policy as part of annual training activities, through staff and student focus groups and staff exit interviews.

5.5 The College will engage outside Consultants periodically as part of the self-evaluation process to consider all work with regard to equality and diversity.

6.0 Promotion of Equality and Diversity:

6.1 The College will promote its equality and diversity policies and practices to staff through training and development at whole College training days and through the induction programme for new staff.

6.2 All students will frequently discuss issues relating to equality and diversity during the Student induction, Tutorial, the EDI Committee and RP programme. These initiatives will help the College to meet the three aims of the Equality duty, together with E&D themes in the curriculum itself. Staff will discuss E&D issues as they arise naturally in the curriculum. Staff will challenge inappropriate comments made both inside and beyond lessons (e.g. in corridors). All students attend House Liturgies where E&D themes are promoted through prayer and other means.

6.3 The Learning Support department supports all students who have a particular learning need as do the teaching staff, information about students' needs is shared sensitively and the Head of ALS will correspond with all relevant staff about how to best support any particular student. Reasonable adjustments are made where appropriate.

6.4 E&D features in our staff training as well as in various meetings such as Staff meetings, CMDC, departmental, Pastoral, tutors, RP staff.

6.5 Staff meet regularly as an EDI Committee to combat issues of E&D within the college that have been highlighted to them. These staff members are also encouraged to undertake further E&D training and take on the role of EDI Ambassador to continue to promote EDI values amongst fellow staff as well as students

6.6 Regular emails and a half termly staff newsletter is circulated to remind staff of the importance of EDI and update on new initiatives and strategies being implemented within the college.