



EQUALITY, DIVERSITY & INCLUSION POLICY

Responsible:	Director
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This policy has been established in compliance with the Equality Act (2010) and as a dedication to promoting fairness and equality among the school's staff, students, and affiliated partner organisations.

The Schools are dedicated to eradicating any form of unlawful discrimination as per the Equality Act (2010). Moreover, they prioritise fostering equal opportunities and positive relationships among all students, staff, and visitors within the school community.

The Schools strive to create a work and study environment that encourages free expression and open discussion of diverse values and beliefs among students, staff, and visitors. Furthermore, the Schools are committed to promoting open and respectful discourse on matters concerning equality, diversity, and inclusivity.

The Schools are committed to uphold the following Equality, Diversity and Inclusion values and encourage them in others:

- Valuing ourselves as individuals and valuing diversity itself
- Welcoming opportunities to learn from other cultures and societies
- Increasing diversity, equality, inclusivity and internationalisation
- The Schools will not tolerate unfair or unlawful treatment on grounds of the following characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity (including paternity)
 - Race (colour, ethnic or national background)
 - Religion or Belief (including atheism/agnosticism)
 - Sex / gender
 - Sexual orientation
- Definitions of the characteristics listed above are provided in the Appendix.
- This policy and its appendices apply to all staff, students and visitors to the Schools. Any person found to be in breach of this policy will be subject to the appropriate disciplinary procedures or sanctions.

Key Responsibilities

- Everyone in the Schools (students, staff, Governors, contractors and visitors) has Equality, Diversity and Inclusion responsibilities.
- Head of FEHE, Chris Parker, has executive responsibility for Equality, Diversity and Inclusion matters at the Schools.
- The Board of Governors has overall responsibility for developing and embedding the Schools' strategic commitment to Dignity, Diversity, Equality and Inclusion.
- **Chris Parker** has overall responsibility for the daily operation of this policy, as well as ensuring that the Schools are complying with statutory duties under existing equality legislation and relevant codes of practice. The Designated Safeguarding Lead, all Safeguarding Level 2 trained staff and ultimately all staff and students have a responsibility for their own conduct but also to report any concerns or incidents they become aware of.
- *Definitions*
- For the purpose of this policy, the Schools define:
- Dignity as respecting all individuals who study or work at or visit the Schools
- Diversity as recognising, respecting and valuing people's differences, to enable people to realise their full potential in constructively contributing to the Schools' inclusive culture for all staff, students and members of the community.
- Equality as ensuring that every individual has an equal opportunity to make the most of their time whilst studying, working or visiting the Schools.
- *Links to other Schools Documents*

There are a number of policies, procedures and codes of practice that sit alongside this policy including:

- Data Protection and Privacy Policy
- Prevent Policy and Procedure
- Code of Practice on Freedom of Speech
- Statement of Principles of Academic Freedom
- Safeguarding Policy and Procedures
- Kingfisher Education Group Complaints Procedure

Implementation, Monitoring and Review

The Board of Governors holds specific responsibilities for the implementation and monitoring of Equality, Diversity, and Inclusion initiatives.

The Schools conduct an equality analysis on all policies and activities to detect any potential impacts. This evaluation is included in the annual review and approval procedures.

The Schools will ensure necessary accommodations for students, faculty, and guests with disabilities (or within any relevant protected group) as per their specific requirements.

All managers are responsible for:

- setting a good example by treating all members of the Schools according to the principles outlined in this policy
- correcting unacceptable behaviour
- ensuring staff and students know how to report any forms of discrimination, bullying, harassment and victimisation
- ensuring that staff and students are encouraged and enabled to reach their full potential through promoting an inclusive study and work environment
- developing a culture in which the principles of this policy are embedded into their work areas
- identifying appropriate staff development to meet the needs of their respective areas
- All students, staff and contractors have a responsibility for:
 - upholding the principles of this and the Code of Practice on Freedom of Speech
 - contributing to a safe and inclusive environment that celebrates Equality, Diversity and Inclusion
 - challenging unacceptable behaviour or any discrimination
 - reporting unacceptable behaviour
- All visitors to the Schools are responsible for upholding the principles of this policy and contributing to a safe and inclusive environment that celebrates Equality, Diversity and Inclusion.
- A student or staff member, visitor or supplier who wish to make a complaint about discrimination, harassment or victimisation should put the complaint in writing to Chris Parker.
- A programme of work is set annually and is incorporated in the annual Equality, Diversity and Inclusivity report which responds to our legal duties and action plan.
- *Awareness and Development (Activities and Events)*
- In order to embed the principles of Equality, Diversity and Inclusivity, a programme of support activities is available to students, staff and the wider community. This is achieved by marking national Equality, Diversity and Inclusivity events and other celebratory activities towards which all Divisions and the Student Representatives (from the Staff and Student Liaison Panel) are expected to contribute.
- *Support*
- Support for staff:
 - Line manager or any senior manager within the Schools
 - HR and Compliance Support Officer
 - Safeguarding Lead and Prevent Lead
 - Junior Student Co-ordinator
 - Mental Health First Aiders

SCHOOLS POLICIES AND PROTECTED CHARACTERISTICS

Age: Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of transitioning from one gender to another.

Marriage and civil partnership: Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race: Refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.

Religion: Religion has the meaning usually given to it but includes religious and philosophical beliefs such as atheism or agnosticism. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: The biological and physiological characteristics that define humans as female or male. These sets of biological characteristics are not mutually exclusive, as there are individuals who possess both, but these characteristics tend to differentiate humans as females or males.

Gender: How a person identifies. Unlike biological or physiological sex, gender is a broad spectrum. A person may identify as their actual or perceived sex, their perceived gender-related self-image,

appearance, behaviour or expression (or other gender-related characteristic) regardless of the sex assigned to that person at birth.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

LEGAL FRAMEWORK

The Equality Act came into force in October 2010 and replaced previous equality legislation. Sections of the Act apply to the provision of goods, facilities and services, premises, employment and education. The Equality Act outlines nine grounds upon which discrimination is unlawful. These are known as 'protected characteristics' and they are: - Age - Disability - Gender reassignment - Marriage and Civil Partnership - Pregnancy and Maternity - Race - Religion and Belief (including lack of belief) - Sex - Sexual Orientation.

Discrimination Direct: Discrimination is defined as treating one person less favourably than another, because of a protected characteristic. Discrimination by association is a type of direct discrimination against someone because they associate with another person who possesses a protected characteristic. Discrimination by perception is a type of direct discrimination against someone who is perceived to have a protected characteristic. Indirect discrimination is when a provision, criterion or practice is applied, which particularly disadvantages people with a protected characteristic. Indirect discrimination can be justified, if it can be shown to be a proportionate means of meeting a legitimate aim. Discrimination arising from a disability is when someone is treated unfavourably because of something arising as a consequence of their disability. This type of discrimination can be justified, if it can be shown to be a proportionate means of meeting a legitimate aim.

Harassment: Harassment is defined as unwanted conduct that has the effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for a person, or violating a person's dignity. There is more information about harassment in the Schools' Dignity and Respect (Harassment) Policy and Procedures.

Victimisation: Victimisation is defined as treating a person less favourably because they have complained about discrimination or harassment, or helped someone else to do so.

Positive Action: The Act allows for "positive action" measures to be taken to help overcome disadvantage. Positive action can be taken in relation to employment as well as for students. Adopting positive action is voluntary and can help alleviate disadvantage experienced by people who share a protected characteristic, reduce underrepresentation in relation to particular activities, and meet particular needs

Reasonable adjustments: The Equality Act 2010 places a duty upon higher education institutions to make reasonable adjustments for staff, students and service users in relation to: - provisions, criteria or practices - physical features - auxiliary aids. These adjustments apply where a disabled person is placed at a substantial disadvantage in comparison to non-disabled people.

EQUAL OPPORTUNITIES POLICY

Kingfisher Education Group strives to be an employer that provides equal opportunities. Kingfisher Education Group's goal is to ensure that we employ the best candidate applying for any post, solely on the basis of his or her ability to perform the duties in question. It is our goal to ensure that all of our employees and job applicants are treated equally, irrespective of disability, race, colour religion, nationality, ethnic origin, age, sex or marital status. This policy sets out instructions that all employees are required to follow in order to ensure that this is achieved.

The policy extends to our recruitment, selection, training, payment and working terms and conditions, promotion, disciplinary, grievance, and dismissal policies and practices, all of which are monitored to comply with all state legislature, including:

Sex Discrimination Act 1975 and 1986 Race Relations Act 1976
Equal Pay Act 1970
Equal Pay (Amendment) Regulations 1983 Disability Discrimination Act 1995

Policy:

1. There shall be no discrimination on account of disability, race, colour, religion, nationality, ethnic origin, age, sexual orientation, sex or marital status.
2. Kingfisher Education Group shall appoint, train, develop, and promote based on merit and ability.
3. Employees have an individual responsibility for implementing the Equal Opportunities Policy of the Kingfisher Education Group.
4. This policy encompasses fair treatment for the public, employees, agents, and student clients alike.
5. Managers and supervisors who are involved in the recruitment, selection, promotion and training of employees have special responsibility for the practical application of the Kingfisher Education Group Equal Opportunities Policy.
6. The Kingfisher Education Group Grievance Procedure is available to any employee who believes that they may have been unfairly discriminated against.
7. Disciplinary action under the Kingfisher Education Group Disciplinary Procedure shall be taken against any employee who is found to have committed an act of unlawful discrimination. Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct.
8. If there is any doubt about appropriate treatment under the Kingfisher Education Group Equal Opportunities Policy, employees should consult the Director of Studies or the Director.