

Equality and Diversity Policy – Students and Visitors

As a provider of education and training, Cardiff and Vale College will implement policies and procedures that meet the needs of our communities by promoting inclusion and addressing inequalities.

The College strives to eliminate discrimination and overcome the disadvantages that exist in society which have resulted in some groups being treated less favourably than others. The College has a responsibility to provide opportunities to individuals to achieve their potential in a safe and secure environment that is free of discrimination. The College also has to ensure that it is representative of the community it serves and that it meets the needs of this community.

The College is committed to promoting equality of opportunity in relation to gender, age, disability, race, religion and belief, sexual orientation, gender reassignment, pregnancy and maternity and marriage/civil partnership.

All managers, staff, learners, contractors, visitors and others involved or engaged with the College have the responsibility to behave in a manner that respects and supports the ethos of our inclusive College and our commitment to fair opportunities for learning and employment. This duty refers to individuals when they are both in and out of College and includes use of the internet and electronic communication devices such as email, mobile phones, games consoles, social networking sites etc, regardless of ownership of the communication device.

Background and Rationale

The College willingly accepts its key responsibilities under the Equality Act 2010 to:

- Eliminate discrimination, harassment, discrimination and other unlawful conduct.
- Advance equality of opportunity by removing or minimising disadvantages, taking steps to meet needs, and encouraging participation in public life where participation is disproportionately low.
- Foster good relations by tackling prejudice and promoting understanding.

The **Equality Act, 2010**, recognised that inequality and discrimination still persist and introduced further rights and new obligations for public bodies. For full information on this legislative context see *Guidance on Equality Legislation*.

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Policy Statements

This Policy is underpinned by several key principles:

- Students who access Cardiff and Vale College must be **free from discrimination**.
- Our students must be supported to **enable** them to achieve their **potential** while at College, in an environment which removes or minimises disadvantage, takes steps to meet their needs and which encourages participation. The wellbeing of our students is central so they feel good about themselves and respect others.
- While at College our students will develop the **skills** they need to enable them to progress successfully throughout their lives.
- A commitment to **restorative approaches** to ensure that we foster good relations by tackling prejudice and promoting understanding.
- A commitment to the **social model of disability** where we look at removing the barriers someone could face because of their disability or learning difficulty to promote inclusion.

In order to fulfil its responsibilities under this policy, the College will:

- **Identify responsible staff** - this will include the identification of a senior manager with strategic responsibility and individuals with operational responsibility for equality and diversity matters. Equality and Diversity matters will be reported to the Governors via the Quality Standards Board. There will also be an appropriate committee structure to ensure the effective involvement of key stakeholders.
- **Publish a College Strategic Equality Plan** as a means of improving the experience of staff and learners and taking our Public Sector Equality Duty forward by achieving any goals or targets. Progress against this plan will be updated yearly.
- **Engage** with stakeholders who are representative of all of the protected characteristics when setting and reviewing our equality objectives.
- **Allocate appropriate resources** to support the implementation of this Strategic Equality Plan.
- **Monitor and publish relevant data** relating to equality issues within the College (including the OSA and the C&VCLP) as part of our Public Sector Duty on a yearly basis. This data will be analysed fully and actions plans developed to overcome any patterns of under-representation, under-performance or dis-satisfaction.
- **Consider positive action measures** allowed by law to rectify disadvantages in employment or education provision revealed by monitoring.

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- **Carry out impact assessments** to examine policies, procedures and practices to ensure equality is embedded within these policies and that there is no negative impact against the protected characteristics. Targets set during EIA meetings will be used to reduce differential impact or share positive impact.
- **Ensure that a programme** is implemented to promote diversity and foster good relations within the college.
- **Develop appropriate materials to raise awareness** of equal opportunities and inclusivity across College to ensure that all staff, students, visitors and stakeholders are aware of the issues involved and their responsibilities.
- Take steps to ensure that procedures are in place so that **allegations of discrimination and bullying and harassment** are dealt with quickly, investigated fully and in a timely manner, and that individuals are supported through the process.

In addition as a **provider of education and training** the College will make every effort to:

- Produce materials that are accessible, inclusive and understandable.
- Operate an admissions procedure that will advise and guide prospective students, considering reasonable adjustments, whatever their needs, promoting inclusivity and improving links with all establishments from which students might progress to College.
- Develop tutorial and induction materials and opportunities to ensure that our learners are aware of their responsibilities under equality legislation and develop behaviour in line with the principles of inclusivity. This will raise awareness of people's differences and actively break down any barriers that come from a lack of understanding of these differences.
- Ensure that all students are given the support they require to progress through College.
- Develop inclusive teaching and learning practices for all learners.
- Ensure that College facilities are accessible.
- Have a procedure for dealing with formal complaints related to equal opportunities.

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Equality and Diversity Statement

In accordance with College procedures, an Equality Impact Assessment was undertaken for this policy on 6 June 2012 – a review is pending.

Health and Safety Implications

There may be circumstances where there appears to be a conflict between equality issues and the health and safety of employees and learners. In particular, certain health conditions or disabilities may restrict access to some courses or areas of the College because risks will remain at an unreasonable level even when reasonable adjustments have been made. All cases will be dealt with on an individual basis.

Linked Policies

- Safeguarding
- Data Protection Policy
- e-safety Policy (pending)
- Social Media Policy (pending)
- Bullying and Harassment
- Central Admissions
- Teaching and Learning
- Equality and Diversity – Staff (pending)
- Staff Grievance
- Staff Disciplinary
- Staff Recruitment
- Relationship Management
- Fit to Study
- Disclosure
- Welsh Language
- Dress code
- Prayer (pending)
- Learner Voice Strategy

Linked Procedures

- Annexe to Complaints Procedure
- Data
- Equality Impact Assessment
- Central Admissions
- Disclosure

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- 3rd Party (visitors, employers and contractors)
- Learner Voice
- Teaching and Learning
- Staff Recruitment
- Bullying and Harassment
- Dress code
- Prayer (pending)
- Safeguarding
- Fit to Study
- e-safety (pending)
- Social Media (pending)
- Data Protection

Location and Access to the Policy

This is available from the website/ staff intranet/ Moodle and may be out of date if printed.

Date approved:	4/10/125
Approved by:	CQSA
Review date:	13/07/18

Responsible Manager:	Dean of Quality Improvement
Executive Lead:	: Vice Principal, Curriculum and Standards SJ
Accessible to Students:	: Yes

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