



**College of
West Anglia**

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

Learning Experience Manager
Copy dated 05/11/2021

This policy applies to all learners who receive funding under the following funding streams: Education and Skills Funding Agency; 16-18; 19+; Adult Education Budget; Advanced Learner Loans; Apprenticeships; Cambridgeshire and Peterborough Combined Authority Devolved Budget; Higher Education Learners funding through Anglia Ruskin University and Commercial and/or Self-funded Learners

The College of West Anglia (CWA) is committed to ensuring equality of opportunity to all. No applicant, employee, student, apprentice or client will receive less favourable treatment on the grounds of ethnicity, gender, race, religion or belief, nationality, disability, marital status, pregnancy or maternity status, sexual orientation, age, or trade union activity.

CWA is a forward-thinking organisation that puts its people at the heart of everything we do. In all of our activities we are mindful of the diverse needs of those we work with. We will work to proactively eliminate all forms of discrimination where they exist and prevent them from occurring in the first place. We have robust policies and practice that seeks to review trends and implement sustainable actions and responses that clearly places us firmly as a provider with zero tolerance.

Equality, Diversity and Inclusion matters are reviewed by the Equality, Diversity and Inclusion Committee, who are also responsible for reviewing and monitoring information as well as upskilling its membership around EDI matters. The College of West Anglia wants to do more than comply with present legislation for equality and diversity. The intention is to go beyond it to make our policies and procedures fully inclusive, eliminating discrimination, promoting equality, supporting community cohesion and embracing diversity in all its aspects.

Our commitment is to

- • Respect and value everyone
- • Be fair in all that we do
- • Work towards eliminating discrimination and improving community cohesion
- • Extend our services through listening to and working together with all our communities
- • Strive to continually improve

The human rights principles of fairness, respect, equality, dignity and autonomy will be promoted and by part of our everyday behaviours. Fundamental British Values are at the heart of all that we do, and we seek to prepare learners and apprentices thoroughly for life in Britain's complex, diverse and multicultural society through a considered range of tutorial and enhancement activities college wide. We appreciate that promoting British values builds on and extends our current work on integrating equality and diversity in all that we do.

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Duties

CWA is fully committed to its Public Sector Equality Duty under Section 149 of the Equality Act 2010. We continue to be ambitious when advancing and embedding Equality, Diversity and Inclusivity for all learners, apprentices, staff, stakeholders, contractors and visitors and to challenge all forms of discrimination alongside the promotion of fundamental British values. This policy reinforces the spiritual, moral, social and cultural (SMSC) life at CWA including a broad, balanced and character led curriculum.

CWA will also focus activity inside and out of the classroom to support the personal development of students over time. Focus will be given to the student's understanding of the protected characteristics and how they can promote equality and diversity, and how they celebrate the things we have in common.

Responsibilities

Governors, all staff and students, apprentices, contractors and agents are responsible for the promotion and implementation of the above policies. All incidents of discrimination should be challenged. Diversity and inclusivity should be part of all our work. The College of West Anglia has clear equality objectives and aims to share these when working with other organisations. In the case of staff, consequences of contravening this policy are subject to the college disciplinary process. In the case of contractors it may lead to termination of services.

For CWA to not only fulfil but exceed its public sector equality duty to promoting EDI we will:

- • Implement necessary actions and training to ensure that equality is advanced and embedded for all in line with a broad spectrum of guiding corporate and curriculum policies.
- • Engage and communicate, both internally and externally, with learners, staff, visitors, and the wider community where appropriate, in relation to the above.
- • Ensure a college wide commitment to advancing and embedding EDI so that it is understood by all.
- • Ensure that EDI is a thread that runs through the College Strategic Plan.
- • Ensure that the principle of equal opportunities is embedded in service delivery and that gender equality is promoted.
- • Ensure that activities, with reasonable adjustment(s), are fully accessible to people with disabilities.

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- • Ensure that there is active monitoring of the impact of equal opportunities across the organisation.
- • Ensure that CWA policy is informed by current legislation and key stakeholder information (such as DfE, Ofsted, etc) to demonstrate:
 - • How we can demonstrate due regard to equality duties
 - • How we identify and meet the needs of our learners who have special education needs and/or disabilities
 - • How we tackle bullying and discrimination wherever it occurs
 - • Publish routinely our gender pay gap report, encouraging transparency and driving more than just compliance

We will publish Equality objectives on a 3-year basis and annually work towards a Single Equality Action Plan (SEAP) that the EDI Committee will set and review.

Owner: Learning Experience Manager

Last date reviewed: 5 November 2021

Next review due: 5 November 2022

Last date this policy was Impact Assessed 29 May 2019

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