



Equality, Diversity and Inclusion Policy

We continually strive to be a college community that is free from any form of discrimination and that embraces its diversity. At Bishop Burton College this is promoted through our leadership, and throughout every stage of the student journey from initial advice and guidance to supported progression and beyond.

We aspire to ensure that all individuals who work with Bishop Burton College, whether as a staff member, a student or as a visitor is always respected, valued and supported.

1. Introduction

Bishop Burton College's strategic vision and values are focused on promoting access for all staff, students and service users to an environment that is inclusive, welcoming and safe.

We actively seek to create and maintain conditions whereby staff, students and service users are treated solely on their own merits, abilities and potential regardless of ethnic or national origin, disability, pregnancy/maternity, sex, age, gender reassignment, religion or belief, sexual orientation, marriage or civil partnership, social class and background or any other distinction.

We recognise that as a college we have responsibility to support and promote inclusion with our staff, students and service users and as a by-product the local, regional and national community.

We are committed to the advancement and promotion of inclusion and diversity for the benefit of all staff, students and service users. The College's Equality, Diversity and Inclusion Policy demonstrates our work in relation to the advance of equality of opportunity in relation to the nine protected characteristics as outlined in the Equality Act 2010;

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

This document highlights the College's commitment to embedding and driving Equality, Diversity

and Inclusion throughout its operations and harmonises our intention to promote positive action in relation to discrimination legislation.

Other relevant College documents that relate to advancing Equality include:

- Equality, Diversity and Inclusion Strategy and Implementation Plan
- Safeguarding Children and Adults at Risk Policy
- Anti-Harassment and Anti-bullying Policy
- Equality and Diversity Impact Measures (EDIMs)
- FE and HE College Charter

2. The College Context

Bishop Burton College is a specialist land-based Further Education (FE) College which also delivers Higher Education (HE) provision, all operating over three campuses. One of these campuses is in the East Riding of Yorkshire situated close to the market town of Beverley and the other two campuses are in Lincolnshire situated close to the historic city of Lincoln.

The College primarily serves the areas of Hull and the East Riding of Yorkshire, and greater Lincolnshire. The College recruits nationally for Higher Education programmes and for some Further Education programmes within its specialist areas of land-based and sport. Student residential accommodation allows for up to 356 students on site.

A distinctive feature of the College is its commitment to recruiting, supporting and engaging students from all societal groups across the region.

The College engages with a range of service users beyond those accessing education and training. Enterprises include a farm, equestrian centre, sport and fitness centre, dog grooming, residential accommodation and kennels and conferencing and hospitality facilities.

3. Purpose of the Equality, Diversity and Inclusion Policy

The Equality, Diversity and Inclusion Policy is the focal point for documenting how we fulfil our duties and setting the context for the College's response and approach to the Equality Act 2010. It encompasses the aims and objectives of the College's Equality, Diversity and Inclusion Strategy and Implementation Plan which aims to "create a College environment where diversity is celebrated, and all members are treated with dignity and respect."

It informs, and enables compliance with, the Equality Duty which requires publication of information **at least annually to show how the College has due regard for the need to:**

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

It will also inform and enable the publication of Equality objectives which will be reviewed at least every 4 years in line with the requirements of the Act.

The Equality, Diversity and Inclusion Policy is supported by and implemented through the Equality, Diversity and Inclusion Strategy and Implementation Plan, which is monitored and reviewed by the College's Equality, Diversity and Inclusion Committee.

Both documents apply to all of the people, organisations and communities that the College works with.

4. Key Principles of the Policy

In considering the activities of the College and its wish to actively promote and develop its inclusivity of approach, we have developed a series of key principles that the Equality, Diversity and Inclusion Policy will work towards;

- Keep fully up to date with all legislation on or around Equality, Diversity and Inclusion, British Values and Prevent.
- Ensure that all members of our College community are aware of their responsibilities under all related legislation.
- Provide guidance to all staff, students and service users in the provision of, and access to services and facilities that the College provide.
- Ensure appropriate guidance is provided to all those requiring it within the College community for use in their day to day professional and personal lives.
- Ultimately creating an inclusive environment underpinned by outstanding Equality and Diversity practices, in which all members of the College community feel valued and respected.

In support of the Key Principles, we have developed a series of actions to support the achievement of the above;

- Review the Equality, Diversity and Inclusion Strategy and Implementation Plan on a termly basis, recording any progress made and amending as required to ensure that any areas still requiring improvement meet the required levels of improvement.
- Review the Equality and Diversity Impact Measures (EDIMs) prior to completing the Equality, Diversity and Inclusion Strategy and Implementation Plan, and then update this document as per the milestones.
- Further develop staff and student awareness of Equality, Diversity and Inclusion, the Prevent Duty and British Values within all areas of College to ensure all staff and students have a well-developed understanding of each and their individual responsibility towards them.
- Continue to raise the profile and visibility of the Equality, Diversity and Inclusion Policy across the College.
- Engage more readily with external agencies and groups who can support the dissemination of good Equality and Diversity practice throughout the College.

- Ensure the campus is welcoming and accessible to all users and stakeholders.
- Ensure marketing and promotional materials reflect the diversity of the College and demonstrate and advance equality of opportunity at Bishop Burton College.
- Ensure staff are trained and equipped to contribute positively to the College's Equality, Diversity and Inclusion agenda.
- Continue to support the recruitment of a diverse workforce, one that reflects the diversity of Britain.

5. Implementation and Monitoring

Whilst implementation is the responsibility of all employees, students and other parties acting within or on behalf of Bishop Burton College. The lead responsibility lies with the Principal and Chief Executive and, as delegated, to members of the College Executive Leadership Team (ELT).

The College's Executive Leadership Team (ELT) will monitor progress through the Equality, Diversity and Inclusion Committee which is chaired by the Vice Principal Growth, Planning and Performance. This group meets a minimum of three times per academic year. This Committee receives information on pertinent data such as achievement rates of all groups in scope, including any performance gaps, to assess if there are any patterns of inequality.

The Committee will also receive and review updates on the Equality, Diversity and Inclusion Strategy and Implementation Plan, as well as review the Equality, Diversity and Inclusion Policy itself. The Committee has the responsibility to evaluate progress, set new targets and approve actions to deliver the overall objectives highlighted within the Equality, Diversity and Inclusion Policy and Implementation Plan. The Committee reports to the Executive Leadership Team (ELT) and then to the College's Governing Body.

Governors at Bishop Burton College have a specific responsibility to ensure that the College is meeting its obligations in relation to Equality, Diversity and Inclusion. The role of the Governors is to review and scrutinise the effectiveness of strategy, policy and practice, to ensure a culture of good working practices and where appropriate to challenge the College Executive Leadership Team (ELT) in respect of delivery of Equality and Diversity outcomes.

6. Responsibilities

The Governing Body/Corporation is responsible for:

- Ensuring the College complies with the Equality, Diversity and Inclusion Policy and meets all public sector equality duties.
- Ensuring the Equality, Diversity and Inclusion Policy and its contents are followed.

- Ensuring membership of the Governing Body reflects the diversity of the communities served by the College.

The Principal and Chief Executive is responsible for:

- Ensuring the Equality, Diversity and Inclusion Policy and its contents are followed.
- Providing a consistent and high-profile lead on all equality, diversity and inclusion matters.
- Actively promoting equality, diversity and inclusion internally and externally to the College.

The Vice Principal, Growth, Planning and Performance is responsible for:

- Co-ordinating Equality, Diversity and Inclusion activity across the college through the EDI Committee.
- Monitoring and approving Equality Impact Assessments (EIAs).
- Co-ordinating the development, approval and publication of the Equality, Diversity and Inclusion Annual Report.
- Reviewing and amending the Equality, Diversity and Inclusion Policy and the Equality, Diversity and Inclusion Strategy and Implementation Plan.
- Ensuring accurate data and monitoring information is readily available for management teams.

The Executive Leadership Team (ELT) is responsible for:

- Ensuring the College staffing profile is reflective of sector averages and community demographics.
- Ensuring the availability and effective co-ordination of equality and diversity related training for staff.
- Ensuring accurate staffing information relating to demographic profiles, including staff profile, pay gaps, grievances and disciplinary action are readily available for management teams.

Managers are responsible for:

- Putting the Policy, Strategy and procedures into practice across all areas of responsibility.
- Ensuring that all staff are aware of their responsibilities and receive guidance and training in carrying out their duties.
- Actively promoting Equality, Diversity and Inclusion internally and externally to the college.

7. Equality Legislation

The statutory framework directing public sector organisations to prevent discrimination and promote equality was established with the introduction of The Equality Act 2010. Bishop Burton

College recognises the full implications of this Act (introduced October, 2010) including the Public Sector Equality Duty (introduced April, 2011).

All College services are designed and delivered in accordance with these requirements. The College will publish relevant information as required by law allowing stakeholders to see how they are performing against legislative requirements and objectives set from within the organisation.

The College appreciates that its responsibility with regards to this Act supports good decision making. It encourages understanding of how different people will be affected by how we provide our services, ensuring that our policies and services are appropriate, accessible to all and meet different individual needs. The College can be more efficient and effective by understanding the effect of our activities on different people, and how an inclusive public service can support and open up people's opportunities.

Equality legislation applies to the protected characteristics as set out in the introduction section. It should be noted that whilst the Equality Duty applies to marriage and civil partnerships this is only in respect of eliminating unlawful discrimination.

For more information on The Equality Act 2010 see www.homeoffice.gov.uk/equalities or <http://www.legislation.gov.uk/ukpga/2010/15/contents>

8. Embedding Equality

8.1. Promotion and Development of Equality, Diversity and Inclusion

Bishop Burton College values the diversity of the people it works with. The College celebrates the fact that this makes the College environment a more interesting place to train, learn and work.

The College promotes Equality, Diversity and Inclusion using a variety of means and functions, including:

- Student and staff induction processes.
- Staff development and training.
- Teaching, learning and assessment opportunities.
- Information communicated by the College in publications, on-line or face to face.
- The annual publication of the equality and diversity report and subsequent analysis of findings.
- Challenging stereotypes in promotional materials.
- The use of positive action to target under-represented groups where applicable.
- Using a diversity calendar to raise awareness and understanding of religious and cultural

celebrations, including an Equality, Diversity and Inclusion themed week.

- Working in partnership with local organisations and communities.
- Carrying out Equality Impact Assessments on relevant processes, policies and business operations.

8.2. The People, Organisations and Communities we work with

In order to improve the services provided in and through the College we will collect relevant data in an appropriate and legal manner. This information is analysed and used to effect positive change where any gaps or differentials in participation or achievement are identified. This, together with analysis of the feedback stakeholders provide throughout their time with us, provide key objectives for inclusion in the Equality, Diversity and Inclusion Strategy and Implementation Plan.

8.3. Students

The College provides learning and training to students from a variety of locations and backgrounds locally, regionally, nationally and internationally. We are committed to recruiting from a variety of backgrounds and monitoring how this reflects the local and national demographic makeup.

The College will take positive action to address any imbalances in recruitment of students. Providing a safe and welcoming place to study lies at the heart of the College's approach to supporting students to achieve. To support this we:

- Ensure the application and admissions process is accessible to all students.
- Take all reasonable steps to ensure no discrimination, harassment, or victimisation takes place including by electronic means.
- Eliminate unfair treatment including bullying.
- Fulfil the College's commitment to supporting all its students in order for them to achieve their potential.
- Provide personalised support that is flexible and meets the needs of the individual.
- Encourage all students to disclose learning difficulties and/or disabilities.
- Provide the support required for vulnerable students to succeed and achieve at College.

- Listen to the 'Student Voice' ensuring students are actively involved in College life and make a positive impact on Equality, Diversity and Inclusion at the College.
- Maintain a commitment to ensuring students are prepared for life and work in a diverse society.

8.4. Curriculum

Equality, Diversity and Inclusion is embedded into the College self-assessment and course review process. It also features in the preparation, planning and delivery of the curriculum. We will:

- Provide staff with support and training to ensure high levels of awareness of Equality, Diversity and Inclusion issues.
- Empower staff to develop balanced course content that does not discriminate against people with a particular protected characteristic.
- Ensure curriculum content challenges stereotypes rather than reinforce them.
- Monitor and challenge any lack of Equality, Diversity and Inclusion within our curricula.
- Maintain our commitment to providing inclusive learning for all.
- Maximise the impact of natural opportunities to embed equality in the curricula.
- Provide flexible delivery to widen participation.
- Work to close any performance gaps between all students.

8.5. Staff

All staff are required to comply with the College's Equality, Diversity and inclusion Policy. However, the College recognises that the active and positive promotion of Equality, Diversity and Inclusion is based around creating a culture and set of values that allow staff to fully and freely meet that obligation, and to actively participate and convey to students the positive messages about the College and our work. This is enshrined in our core value 'Respectful' our staff expectations of behaviour, our organisational policies and practices and our quality processes. There will be absolutely no tolerance of any form of harassment or discrimination of students or staff. To support this we:

- Take all reasonable steps to ensure no discrimination, harassment or victimisation takes place including by electronic means.
- Implement fair and equal recruitment, selection and promotion practices.
- Use positive action where appropriate.
- Train staff (e.g. Equality and Diversity, Recruitment and Selection) to promote the required behaviours and actions.

- Respond to and monitor staff feedback, complaints and grievances in the most appropriate and legal manner.
- Utilise staff knowledge and passion to advance Equality, Diversity and Inclusion related work.
- Encourage the sharing of good practice between staff members and other providers of learning and training in relation to Equality, Diversity and Inclusion.

8.6. Community

The College values its role in the community and takes an active role in the wider community and in advancing community cohesion. To support this, we:

- Attend appropriate community, local, regional and national meetings (e.g. Parish Council, East Riding Networks, Association of Colleges, Education and Training Foundation meetings).
- Listen to our communities and gain feedback from them through a variety of means including surveys and attendance at various meetings.
- Engage with faith groups via dedicated members of College staff.
- Assist stakeholders whose first language is not English.
- Support Equality, Diversity and Inclusion initiatives in our locality and region.

8.7. Other stakeholders (including employers, parents, suppliers, contractors)

The College deals with a wide range of people as it carries out its business and it is our desire to ensure that we apply the same level of consideration to all stakeholders that are part of our community. To support this, we:

- Seek feedback from these groups in terms of the services we provide and the impact it has had, as well as how we can further improve our service for the benefit of each stakeholder.
- Monitor and act upon stakeholder feedback.
- Ensure stakeholders are aware of our Equality, Diversity and Inclusion Policy and how their role and actions contribute to achieving the principles and actions set within it.

8.8. College Environment

The College is committed to ensuring that the learning and training environments at each campus remain welcoming and accessible to all. To support this, we:

- Ensure all stakeholder groups are aware of, and practice, Bishop Burton College's commitment to mutual respect for everyone.
- Provide a wide range of facilities, for example a quiet room or a breastfeeding area, on request to ensure that our campus environment caters for all needs.

- Provide consultation opportunities regarding any on-site developments and modifications to ensure maximum suitability for our clients or service users.
- Maintain an environment that is free from offensive and discriminatory material.
- Make adjustments and modifications for people with learning difficulties and/or disabilities (where reasonably practical).
- Provide alternative catering and residential options for those with specific requirements.

9. Method of Monitoring

9.1. This policy will be reviewed at the Equality, Diversity and Inclusion Committee meeting.

Authorship: Vice Principal, Growth, Planning & Performance

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Reviewing Officer: Vice Principal, Growth, Planning & Performance

Policy Approval

Approval by: Corporation	Date: 8 July 2025
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