

Equal Opportunities Policy

Rationale

This policy is in accordance with all other policies, job descriptions and documentation in Green Corridor. In line with our values this policy aims to promote respect for diversity within Green Corridor and to ensure equality of opportunity for all staff, volunteers, and learners.

The Equality Act became law in October 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995). This policy consolidates 116 pieces of legislation and ensures consistency in what employers and employees need to do to make their workplaces a fair environment and to comply with the law.

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty.

This policy applies to all aspects of Green Corridor life. This includes:

- Staff recruitment, staff promotion, employee relations issues, and staff training
- The curriculum, teaching and learning practice
- Student admissions and attendance
- Learner's attainment and progress
- Student behaviour, discipline, and exclusions
- Learner's personal development and pastoral care
- Membership of the Governing Body
- Partnerships with parents/carers and communities

This policy applies to the whole college community including visitors where appropriate.

Green Corridor will promote equality of opportunity and eliminate discrimination about:

- Sexual orientation
- Gender this includes the need to promote gender equality and eliminate sex discrimination
- Gender reassignment
- Marital status or being in a civil partnership
- Age
- Religion or belief
- Pregnancy or maternity
- Race, - this includes eliminating unlawful racial discrimination, promoting racial equality, and fostering good relations between people from different racial groups

- Disability – including the equality of opportunity for disabled people, promoting positive attitudes towards disabled people, and encouraging participation by disabled people in the wider community, making reasonable adjustments as necessary

Aims

The aims of the policy of equality of opportunity

- To promote equality of opportunity for all our pupils/students and staff
- To value the contributions of the diverse community
- To strive towards inclusive education where appropriate
- To strive towards an inclusive workplace
- To represent positive images of a range of cultures, people, and disabilities
- To state that we do not accept racism, sexism, bullying, harassment, or discrimination of any kind
- To state that it is an expectation that all members of the Green Corridor community including all staff, pupils, students, parents, governors, health professionals, therapists, volunteers, and visitors will respect and implement these aims

Curriculum and Resources

Through the broad, balanced, and relevant curriculum offered to learners at Green Corridor issues of equality are addressed in several ways.

- Representation of positive images of a range of people, lifestyles, and cultures
- Student and staff life outside college is acknowledged, and opportunities provided for expression within college. This includes the use of any languages spoken at home, dress, religious observances etc
- Resources are used that include books, display, cooking utensils, dress, food, music etc. representative of a culturally diverse community
- Our Personal, Social, Health and Citizenship Education programme actively promotes the attitudes embodied in the above aims in its focus upon Anti bullying, Citizenship, Coping with peer influence, Self-esteem, Influence of Culture, Gender and Religion etc

Equal opportunities for staff

It is important for us at Green Corridor to give opportunities to our staff regardless of protected characteristics or any other differences. Equality of opportunity for staff is demonstrated in the following ways:

- Equal opportunity to apply for any role – all roles are advertised to all staff via email and are put up in the staff room.
- Training will be available to all staff, relevant opportunities and needs will be regularly discussed in reviews.
- Policies and procedures will be applied fairly and transparently to all staff.
- Resources will be made available to staff as required for their role.

- EAP and other benefits will be made available to all staff.
- Staff are given the opportunity to express their opinions, ideas, and perspectives openly, and, where appropriate, will be included in practices, processes, and policies.

Behaviour and Expectations of staff

Throughout the employment of staff at Green Corridor employees are expected to behave in ways that are respectful and inclusive to other members of staff, volunteers, contractors, third parties and learners. Where employee behaviour falls short of expectations with this respect the disciplinary policy may be invoked.

Roles and responsibilities

CEO

To ensure that processes and policies are in line with equality of opportunity, and that the policies reflect the values of openness, respect, and learning.

HR

To ensure that equality of opportunity, diversity and inclusion are all themes that continue throughout all HR policies and procedures.

Admissions

- Please see the college admissions policy

Bullying

- For policy and procedure linked to bullying please refer to the Green Corridor Bullying policy.

Green Corridor College Board of Trustees

- As far as it lies within our power, we will ensure that our trustee recruitment processes are designed to ensure equal access for all.

Monitoring of Racist incidents

- Any racist incidents will be recorded on an Incident sheet
- These will be made available to the Local Authority
- A racist incident is any incident that is perceived to be racist either by the person it was directed at or by any other person (a witness, the person investigating the incident, etc)
- The number of racist incidents will be published annually
- These measures are recommendations of the Stephen Lawrence inquiry report

Monitoring of the policy

The Equal opportunities policy will be reviewed every 3 years to monitor its effectiveness.

The whole Green Corridor community is responsible for the implementation of the equal opportunities policy. It is an expectation that all staff, students, parents, board members, health professionals, therapists, volunteers, and visitors strive towards this.

Document Control

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