

EDI Policy

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Policy Owner	CEO
Approval Level (committee)	Trust Board
Applies To (job roles relevant to)	ALL
Next Review Due	April 2027
Equality Impact Assessment	Date

1 Introduction

1.1 The Trust's primary aim is to foster a supportive environment between college and adult life in which it provides high quality academic and general education programmes of study and strong pastoral support that meets the needs of 16- to 19-year-old and adult learners living mainly in the Hampshire area, and leads to them acquiring the necessary qualifications, talents and skills vital for success in their lives.

1.2 This policy states how, in support of our Trust Mission and Vision, our education institutions. The Trust will work to promote equality of opportunity in all its work. The Trust therefore will encourage and support the continuing development of a community in which:

- people's ability to achieve their potential is not limited by prejudice or discrimination.
- there is respect for and protection of everyone's human rights.
- there is respect for the dignity and worth of everyone.
- there is mutual respect between groups based on understanding and valuing diversity and on shared respect for equality, human rights and the British values of democracy, the rule of law, individual liberty, mutual respect and tolerance (including of beliefs, religious or otherwise).
- promotes equality of opportunity so that learners and staff thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique.

- Learners are supported to learn in ways which suit them best.

2. Principles

2. 1 The college/trust will uphold its public sector equality duty to: eliminate unlawful discrimination, harassment and victimisation and any other unlawful conduct as defined by the Equality Act 2010

- advance equality of opportunity.
- foster good relations whilst recognising and valuing diversity.

3. Commitments

3.1 The Trust is committed to taking account of the diversity of the communities it serves and will continue to develop a learning environment in which every individual has an equal opportunity to participate. The Trust will actively promote community cohesion.

3.2 The Trust will treat learners, staff, applicants, parents / carers, and members of the wider communities with dignity, respect and fairness. The College/Trust will provide an inclusive, personalised learning environment in which learners are treated on the basis of their merits, potential, needs and are valued as individuals.

3.3 The College/Trust is committed to providing a safe and secure environment for all its members and visitors. Learners and staff have a right to expect protection from harm. The College/Trust does not tolerate bullying, victimisation, and harassment, in any form, including hate speech.

3.4 The Trust will aim to prevent unlawful discrimination against any individual or group within the College or Trust. The College/Trust values diversity in respect of race, ethnicity or national origin, gender, religion and belief or none, socio-economic background, gender re-assignment, marital status, family circumstances, pregnancy, parenthood, political opinions and affiliations, physical attributes or appearance, disability, sexual orientation and age.

3.5 The College/Trust recognises that some learners have been deprived of opportunities and assistance in early life and will therefore provide services to meet their educational needs and to promote their immediate welfare so that they can achieve their potential into adulthood.

3.6 The College/Trust will develop learners' understanding of the importance of equality and human rights, and will teach a curriculum which promotes moral, cultural, mental and physical development, preparing learners to participate fully in, and contribute positively to, life in modern Britain.

3.7 The College/Trust will develop learners' understanding of the wide cultural influences that have shaped their own heritage and that of others and enable them to recognise and appreciate the values which people share.

3.8 The College/Trust is a safe space in which learners and staff can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.

3.9 The College/Trust will use all means at its disposal, including the procurement of goods and services, to promote equality and it is mindful of existing duties to prevent political indoctrination and secure a fair presentation of political issues.

3.10 The College/Trust will consult regularly to develop and implement appropriate policies.

3.11 The College/Trust will monitor the impact of this Equality & Diversity Policy. The College is committed to analysing and publishing the results and to taking positive, corrective action where required.

4. Aims

4.1 The Trust is aiming to achieve:

- confidence in the quality and fairness of its provision
- satisfaction among the College communities
- awareness among learners and staff of the importance of equality and diversity issues
- equality of educational opportunity
- narrowing of achievement gaps
- equality of opportunity in career development for all staff
- an environment which is free of prejudice, harassment, and unlawful discrimination
- effective treatment of complaints
- a representative community of learners, staff and Governors

- a trust with education institutions that consults and uses this information to improve its provision

5. Benefits

5.1 The College/Trust community gains multiple benefits from continuous progress on equality and diversity.

These include:

- enabling greater awareness of possible issues before they arise and helping the college/trust to develop better policies
- more informed decision making
- appropriate targeting of policies and resources
- improving educational provision and meeting varied needs
- greater openness in policy making
- increasing confidence in our education provision
- eliminating incidents of discrimination
- improved morale, inclusion, satisfaction and productivity
- a population of learners, staff and Governors that is representative of the local communities
- being recognised as an educational institution and employer of choice

6. Methods

6.1 The College will achieve its policy commitments by:

6.1.1 embedding consideration of equality of opportunity and diversity into all aspects of its provision

6.1.2 consulting members of the trust, colleges and local communities

6.1.3 providing opportunities and resources for learners and staff to engage with equality and diversity related issues

6.1.4 assessing the impact of policies on diverse groups

6.1.5 integrating equality and diversity awareness into its quality assurance procedures

- 6.1.6 regularly monitoring and reviewing performance against the policy aims and benefits.
- 6.1.7 publicly reporting on achievements
- 6.1.8 taking positive action where necessary
- 6.1.9 providing training for all staff to raise awareness of legal responsibilities and to promote good practice
- 6.1.10 providing equality of opportunity in career development for all staff
- 6.1.11 continuing professional development, through which staff will meet their responsibilities relating to equality and diversity
- 6.1.12 providing effective and trusted complaints procedures
- 6.1.13 treating acts of discrimination as a disciplinary offence
- 6.1.14 publicising and communicating the trust and education institutions work on equality and diversity, both internally and externally

7. Responsibilities

7.1 All members of the trust/college communities, including Governors and volunteers, share the responsibility to:

- create an environment within which progress can be made on equality and where there is genuine inclusion and respect for diversity, and promotion of opportunity
- comply with the law and work within the Trust Equality & Diversity Policy

7.2 The Trust Board is responsible for:

- reviewing and approving equality of opportunity and diversity related policies and objectives

7.3 Trustees, governors and members are expected to

- champion equality and diversity, both internally and externally

7.4 The Chief Executive Officer is responsible for:

- providing leadership, acting as overall leader to ensure the policy is developed and implemented

- ensuring the development and fulfilment of the Equality & Diversity Policy and action plans which are integrated within the College's strategic priorities

- publicising and communicating the policy, externally and internally
- strategic engagement with, and accountability to, the wider community for delivery on equality and diversity in all relevant activities

- ensuring that all staff fulfil their responsibilities with regards to equality and diversity

7.4 Executive Principal, CFO and Group Directors are responsible for:

- ensuring that equality and diversity matters are embedded in their areas of responsibility
- ensuring the practical implementation of the policy
- ensuring learners and staff act in accordance with the policy, providing necessary support and direction

7.6 The Trust Quality Assurance and Compliance Manager is responsible for:

- Monitoring the trust/college effectiveness in translating this policy into action by:
 - monitoring and reviewing the operation of the Equality & Diversity Policy
 - Ensuring equality and diversity is considered in the drafting of strategies and policies

7.7 Each staff member is responsible for:

- actively addressing equality and diversity issues in their day-to-day work
- ensuring her or his own behaviour meets appropriate standards

7.8 Each learner is responsible for:

- ensuring their own behaviour does not contravene the principles of this policy

8. Monitoring, reviews and reporting

8.1 The trust and each college has a specific duty to monitor, review and report on its equality and diversity related policies and practices, in order to measure progress in achieving agreed objectives.

8.2 The trust and each college will publish reviews of its equality and diversity provision in:

- an annual equality and diversity monitoring report
- the College's annual Self-Assessment

8.3 The equality and diversity monitoring reports are available at [Statutory Documents - Lighthouse Learning Trust](#)

8.4 The Equality & Diversity Policy will be reviewed annually or when required to comply with any changes in legislation.

What to do if things go wrong

9.1 The College regards very seriously any allegation of discrimination or harassment. The appropriate disciplinary action may result in sanctions up to and including expulsion or dismissal from the trust college or voluntary role.

9.2 If you are a student and you feel that you have experienced unfair treatment, discrimination, harassment, bullying, intimidation or abuse then please raise the matter with your Personal Support Tutor or the Vice Principal for Inclusion and Student Experience.

9.3 If you are a member of staff, please raise the matter with your line manager or the Group Director- People.

9.4 If you are a parent / carer or other member of the wider communities, please raise the matter with the Vice Principal for Inclusion and Student Experience.

9.5 If necessary, you can make a formal complaint. If you wish to do so, please follow the Complaints Procedure on the trust and specific college public website.

9.6 If you would like to ask a question or make a comment regarding the College's equality and diversity provision, please email equalitymatters@lighthouselearningtrust.ac.uk

10. Consultation

10.1 The effectiveness of this policy is dependent on the support and co-operation of all members of our colleges and wider trust. It is our practice to carry out ongoing discussion with student groups such as the Student Council, staff, Governors, trades unions and other relevant parties.

10.2 This policy should be read in conjunction with the following policies:

- Bullying and Harassment Policy
- Safeguarding Policies, including Child Protection Policy and Keeping Children Safe Guidance
- Recruitment and Selection

Annex A

The legal context

1. Under the general duty of the Race Relations (Amendment) Act, the trust/college is required to have due regard to the need to:

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between people of different races.

2. Under the Disability Discrimination Act, the College is required to have due regard to the need to:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled people that is related to their disabilities
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to take account of disabled people's disabilities, even where that involves

treating disabled people more favourably than others

3. Under the Equality Act, the College is required to have due regard to the need to:

- eliminate discrimination and harassment that is unlawful under the Sex Discrimination Act, and discrimination that is unlawful under the Equal Pay Act
- promote equality of opportunity between men and women

Document History

Version	Purpose / Change	Author	Date
1.1		ABE	April 2024