



Equalities policy

Date ratified: 18th March 2020

Date policy due to be reviewed: March 2022

Committee responsible for policy: Board of Governance

EQUALITY OBJECTIVES

THE RIDGE EMPLOYABILITY COLLEGE

Our equality objectives are:

- 1) To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities.
- 2) To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- 3) To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours which avoid labelling.
- 4) To promote cultural development and understanding through a rich range of experience, both in and beyond college.
- 5) To tackle prejudice and promote understanding in relation to people with disabilities.
- 6) Raise awareness of SEND through partnerships with the local business community and cultivate safe environments for students to access work related experiences.

To be reviewed – March 2022

The Ridge Employability College Equalities Policy

Principles

This policy outlines the commitment of staff and Directors to promote equality. It supports all representatives of the college including teaching staff, support staff, students, parents and Directors.

This involves tackling the barriers that could lead to unequal outcomes, so there is equality of access and diversity within college is celebrated and valued.

We believe that equality within our college should permeate all aspects of college life and is the responsibility of every member of college and the wider community.

Every member of college should feel safe, secure, valued and of equal worth.

At The Ridge Employability College, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious belief, faith tradition, sexual orientation, age or any other protected characteristics.

Policy Commitments

We aim to provide our students with the opportunity to succeed and reach the highest possible level of personal achievement.

To do this, the college will ensure:

- Curriculum planning reflects a commitment to equality.
- The curriculum prepares students for life in a diverse society.
- The college will present opportunities to explore concepts related to identity and equality with the use of images and materials which positively reflect a range of cultures, identities and lifestyles.
- That discriminatory behaviour or language is challenged wherever it occurs.
- Adults in the college are expected to be good role models.
- That all students are actively encouraged to engage fully in their own learning.
- That a positive approach to all aspects of college life are supported by an open and friendly atmosphere.
- That all visitors to the college are welcomed with friendliness and respect.
- That displays reflect a diverse approach to college life.
- Students' views are actively supported through advocacy and regular opportunities for students to engage in discussions about college life and their learning.
- That we recruit staff from the widest possible pool of applicants for posts which have been previously advertised. A minimum of three applicants to justify a panel. (Please see Safer Recruitment Policy)
- All those involved in recruitment are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity.
- All staff and contractors are made aware of the Equalities Policy and practice.
- A procedure is in place for countering and challenging behaviour related to bullying incidents.

- The promotion of good channels of communication.
- That we encourage members of the local community to join in college events and celebrations.
- That newly enrolled students are made to feel welcome.

People with key responsibility

- All members of college have a responsibility for the promotion of equality.
- All members know how to deal with incidents of discrimination and how to challenge bias and stereotyping.
- All members must keep up to date with equalities legislation.
- The Head of college has day to day responsibility of coordinating and monitoring the policy. He/she will ensure all actions, procedures and strategies are implemented, and take action in relation to any prejudice related incidents.
- The Board of Directors will have an overview of all incidents ensuring appropriate action has been taken in relation to all breaches of policy.
- The Head of college has the responsibility of ensuring all staff have the relevant training and support.