29 – Equalities Policy

Date ratified: June 2026

Date policy to be reviewed: June 2028

Committee responsible for policy: Board of Governors

Geraldine Kelly — Chair of the Board of Governors

Review No.	Date	Summary of Changes	Reviewer
1	June 2026	No updates	D Whittington

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 - June 2028

The Ridge Employability College Equalities Policy

Principles

The College aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between different groups
- Foster good relation between different groups

Legislation & guidance

This document meets the requirements under the Equality Act 2010 which introduced the public sector equality duty and protects people from discrimination and The Equality Act 2010 (Specific Duties) Regulations 2011 which requires schools and colleges to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

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

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 learners with the opportunity to succeed and reach the highest possible level of personal achievement.

To do this, the college will ensure:

- Staff and governors are regularly reminded of their responsibilities under the Equality Act
- New staff and governors will receive training on the Equality Act as part of their induction
- Staff and governors receive refresher training regularly
- Curriculum planning reflects a commitment to equality.
- The curriculum prepares learners 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 learners are actively encouraged to engage fully in their own learning.
- That a positive approach to all aspects of college life is 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.
- Learners' views are actively supported through advocacy and regular opportunities for learners 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.
- 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 learners 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 Governors 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.