

Buckinghamshire Adult Learning Equal Opportunities Policy

We recognise that by promoting equality and valuing diversity we ensure that all of our learners are provided with the best possible opportunity to succeed in their learning and progress.

Our Equal Opportunities statement (published as part of our Stay Safe campaign):

We promote respect and tolerance, which is one of our British values.

We are committed to providing equal opportunity to learners and staff in a safe, supportive and welcoming environment, whatever a person's age, gender, disability, race, ethnic origin, faith or no faith, sexual orientation, gender identity, marital status, background or personal circumstance.

We expect all staff and learners to play an active part in promoting tolerance and challenging any form of stereotyping, prejudice or bullying.

We take our responsibilities seriously in helping our learners and staff stay safe from radicalisation and extremism. We actively promote British values within our courses

Responsibilities

We are committed to carrying out the Public Sector Equality Duty (Equality Act 2010) by supporting all learners at every stage of their learning, specifically:

1/ Eliminating discrimination, harassment and victimisation by:

- Employing qualified tutors who challenge stereotypical and prejudiced views in order to create a positive learning environment for all
- Providing a learner induction, including an introduction to our student charter and the setting of ground rules to ensure that learners and staff show respect for each other
- Ensuring that all learners feel safe throughout their learning experience by the implementation of a rigorous safeguarding policy that protects learners from harassment, bullying and discrimination, including those learners based with employers and at other sites external to the providers
- Showing zero tolerance towards any behaviour or language which is racist, sexist or homophobic or which is offensive to people with disabilities through the use of our Learner Code of Conduct, which is publicised on our website & covered at induction and through our Tutor Code of Conduct which is supplied with the tutor contract and covered at induction.

2/ Advancing Equality of Opportunity by:

- Working with schools, communities, employers and others to widen participation in learning
- Ensuring that publicity materials and promotional activities are designed to encourage participation from all sections of the community and in particular groups who are underrepresented in adult learning

- Modelling and promoting British values in order to create and maintain a positive and supportive learning environment
- Using effective initial assessment to ensure that teaching meets the individual learning needs of our learners
- Using learning support funding effectively to support the needs of learners who disclose a learning difficulty or disability
- Ensuring that course design, delivery and assessment takes account of equality issues and that course materials are fully accessible to all learners by being provided in different formats
- Monitoring data on age, gender, ethnicity and disability in order to be able to take action to reduce any significant variation in achievement between different groups of learners so as to ensure all learners can reach their potential

3/ Fostering good relations between learners who share a protected characteristic (age, gender, disability, etc.) and those who do not by:

- Providing effective training in equalities so that managers, staff and learners understand their roles and responsibilities in relation to equality and diversity
- Ensuring that teaching and learning involves the sharing of knowledge and experience of learners from different backgrounds and cultures
- Providing information on equality and diversity in easily understood formats so as to ensure that all learners are aware of their rights and responsibilities
- Using teaching methods that encourage peer support, team work and collaborative learning
- Using teaching and learning materials and activities that challenge stereotypes and reflect the fact that Buckinghamshire is a diverse county

4/ Monitoring and evaluation

Buckinghamshire Adult Learning's senior management team will monitor and evaluate achievement in respect of its equality and diversity policy by taking the following actions:

- Making sure that learner feedback is collected and acted on effectively
- Gathering and analysing statistics about our learners and identifying specific actions to address any inequalities
- Preparing an annual self-assessment report (SAR) and quality improvement plan that includes an assessment of all aspects of equality and diversity
- Carrying out regular course audits to ensure that curriculum design and delivery take account of equality and diversity issues
- Observing classes to ensure that equality and diversity issues are addressed in teaching and learning and that learning is accessible to all students
- Working within the appropriate Buckinghamshire County Council steering groups to facilitate the delivery of the Council's cohesion and equalities commitments in line with the Public Sector Equality Duty and the Prevent Duty.