

# **Buckinghamshire Adult Learning Equality and Diversity Policy**

## **Our Mission Statement:**

“to provide inclusive learning opportunities that promote well-being and inspire people living or working in Buckinghamshire to achieve their potential.”

We recognise that promoting equality and valuing diversity lie at the heart of achieving our mission statement.

## **Our Equality and Diversity Statement:**

### **Respect, Safety and Learning for All**

“We treat everyone with respect. We promote and provide equal opportunity to learners and staff in a safe, supportive and welcoming environment.

We believe that all have a right to equality of opportunity, whatever a person's age, gender, race, disability, colour, ethnicity, sexual orientation, religion or belief, gender identity, marital status, background or personal circumstance.

We expect all staff and learners to play an active part in promoting respect and challenging any form of discrimination or abuse.”

## **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 students' 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

- Using effective initial assessment to ensure that teaching meets the individual personal goals and preferred learning styles of learners
- Using Additional Learning Support funding effectively to support the needs of learners who disclose a learning difficulty or disability
- Ensuring that course design and delivery takes account of equality issues and that course materials are fully accessible to all learners by being provided in different formats
- Making sure that learner feedback is collected and acted on effectively
- 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 equality and diversity so that managers, staff and learners understand their roles and responsibilities in relation to equality and diversity
- Embedding equality and diversity in teaching and learning so as to maximise opportunities to value diversity and promote respect and tolerance
- 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

### **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:

- Gathering and analysing statistics about staff and students and identifying specific actions to address any inequalities
- Preparing an annual self-assessment report (SAR) and Quality Improvement Plan that includes goals and targets relating to 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 embedded in teaching and learning and that learning is accessible to all students
- Working as part of Buckinghamshire County Council's Cohesion and Equalities Steering Group (CESG) to facilitate the delivery of the Council's cohesion and equalities commitments in line with the Public Sector Equality Duty.