



Equality, Diversity and Inclusion Policy

April 2023

History of Changes

Version	Description of Change	Authored by	Date
1.1	Minor rewording and updating from the 2011 version. Inclusion of carers, care leavers and looked after children as groups of people who may experience a disadvantage or additional barriers	D Killean	08/09/2014
1.2	Inclusion of examples of types of discrimination. Recognition that non-binary gender and intersex people may experience and should be included within the policy. Inclusion of the teaching staffs' responsibilities to teach their students about equality and diversity. Revised and updated Equality Impact Assessment Tools	D Killean	03/09/2016
1.3	Minor rewording and updating from the 2016 version. Updating of 'responsibilities' section including addition of Equality Diversity and Inclusion Officer (from p.11). Updated 'related documents' section. Removal of section relating to completion of Equality Impact Assessments. Revised and updated Equality Impact Assessment (p.16)	A Brydon	30/03/2020

<p>1.4</p>	<p>Overall reduction in content throughout. Removed 'definition of discrimination' section. Standalone section for equality statement added (p.4). Section added: 'Definition of Equality Diversity and Inclusion' (p.5). Removed 'inclusiveness' section and replaced with sections on Legal Framework and Mainstreaming Equality to better reflect our statutory responsibilities (p.5). Expired links updated in 'related documents' section. Equality Impact Assessment template added as appendix</p>	<p>A Brydon</p>	<p>05/04/2023</p>

1. Policy Statement

Borders College embraces the principles of equality, diversity and inclusion. We aim to create an environment where everyone in the College community is treated fairly and with respect, regardless of gender reassignment, race, religion or belief including no religion or belief; disability; age; marriage and civil partnership; pregnancy and maternity; sexual orientation; and sex.

The College believes that College life is enriched by the diverse range of backgrounds and experiences brought by staff, students, partners and other stakeholders.

The College is committed to advancing and promoting equality, diversity and inclusion and aims to establish a culture that is free from discrimination, harassment and victimisation.

The College will:

- Mainstream equality diversity and inclusion across all of its functions.
- Create an environment which fosters good relations between different groups of people
- Provide staff development opportunities in relation to equality and diversity
- Comply with legal requirements and demonstrate best practice where possible
- Set outcomes and actions to advance equality of opportunity
- Continue to monitor and review the experience of different groups of staff and students
- Eliminate unlawful discrimination in all its forms, and deal with discrimination fairly and effectively
- Challenge unacceptable actions and behaviours such as harassment, bullying or victimisation of people based on their characteristics.

2. Scope

The Policy covers all people involved with Borders College, including:

- students
- teaching and business support staff
- College managers
- members of the Regional Board
- employers
- visitors to the College

3. Definition of Equality Diversity and Inclusion

Equality can be described as breaking down barriers, eliminating discrimination and ensuring equal opportunity and access for everyone.

Diversity can be described as celebrating, valuing and respecting the many differences that exist between us. By doing this, everyone can feel valued for their contributions, which are beneficial for the individual, and for the College.

Inclusion is a sense of belonging; feeling respected and valued for who you are regardless of your personal characteristics.

Equality and diversity are inter-dependent. Equality of opportunity cannot exist if difference is not valued and harnessed. This in turn creates an inclusive culture where all individuals feel safe, respected and valued.

4. Legal framework

The College is committed to meeting the obligations and duties set out for public bodies in the Equality Act 2010 and related legislation.

The Equality Act 2010 set out the protected characteristics and protects anyone belonging to one or more of these groups from discrimination. Everyone in the UK is protected by the Act. The protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief including no religion or belief; sex and sexual orientation.

The College must pay due regard to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advancing equality of opportunity between people of different groups
- Fostering good relations between people of different groups, tackling prejudice and promoting understanding between different groups

5. Mainstreaming Equality

The College is committed to embedding equality diversity and inclusion in all of our curriculum and service activities.

The College will:

- Carry out Equality Impact Assessments of key decisions, policies and practices
- Include equality diversity and inclusion within staff and student engagement activities (*see Appendix 1*).
- Include equality diversity and inclusion within the operational planning and evaluation framework
- Ensure that lessons and learning materials promote equality diversity and inclusion where possible
- Ensure that staff receive relevant staff development in equality diversity and inclusion

6. Equality Outcomes and Action Plan

The College commits to building an understanding of equalities issues by gathering and reviewing data relating to the experiences of different groups of staff and students.

Based on this data, the College sets equality outcomes and actions to eliminate unlawful behaviour, advance equality and foster good relations between different groups of people. These actions and outcomes will be published and embedded within the College's operational planning.

7. Responsibilities

The Regional Board is responsible for ensuring that Borders College acts fairly as an employer and as a provider of education.

The Principal and Executive Team, have responsibility for overseeing the implementation and monitoring of this policy. Assistant Principals, Directors and Curriculum Learning Managers are responsible for ensuring all aspects of their services comply with this policy.

The College's Equality Diversity and Inclusion Officer supports the College in meeting its statutory obligations and provides guidance to managers on the actions required to comply with this policy. The Equality Diversity and Inclusion Officer is responsible for analysing a range of equality data, developing and implementing strategies to promote equality diversity and inclusion and works with a range of external partners to support the embedding of equality and inclusion across the College.

The Equality and Inclusion Committee supports the development and ongoing monitoring of the College's equality outcomes and related equality action plans. The Equality and Inclusion Committee will also support the establishment and development of relevant working groups to enable the achievement of equality outcomes and other related activities.

All staff and students are responsible for supporting the aims of this policy by acting fairly and treating others with respect. Staff and students are encouraged to report any actions or behaviours that fail to comply with this policy and should be aware that any inappropriate behaviour may result in disciplinary action.

Contractors appointed by the College are responsible for ensuring that individuals act in a way that reflects the College's values on equality diversity and inclusion.

8. Support for Staff and Students

The College recognises that some staff and students with certain protected characteristics may need additional help and support whilst at College.

The College is committed to providing assistance, where necessary, to ensure that all students and staff are able to contribute to College life and achieve their full potential.

9. Monitoring and Review

The College will monitor and review the effectiveness of the policy by:

- Reviewing and measuring its progress towards achieving the College's equality outcomes
- Tracking and evaluation of operational plans and targets related to equality diversity and inclusions
- Monitoring and reviewing staff and student data analysed by protected characteristic
- Reporting of equality data to the Regional Board and Senior Leadership Team on a regular basis.

10. Complaints

Any staff member or student who feels that they have been discriminated against, harassed or bullied because of their protected characteristics should raise this matter using the appropriate College policy.

The College will treat all complaints seriously. No staff member or student will be victimised for raising a complaint.

11. Related Documents

Full copies of all policies are available on the website www.borderscollege.ac.uk/documents/policy-procedural-documents or by application to the Publications department.

External Links

Equality Act 2010: www.legislation.gov.uk/ukpga/2010/15/contents

Equality Impact Assessment

Guidance on completing Equality Impact Assessments can be found on the intranet in the equality and inclusion section.

Document:	<i>What policy/procedure is under review?</i>
Executive Summary:	<i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i>

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA:

- 1: Does the policy/practice eliminate discrimination, harassment and victimisation?
- 2: Does the policy/practice promote equality of opportunity?
- 3: Does the policy/practice promote good relations?

Protected Characteristic	<p>Commentary</p> <p><i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following:</i></p> <ol style="list-style-type: none"> <i>1. Change the policy so impact is no longer negative</i> <i>2. Justify why it has to be done e.g. health and safety legislation</i> <i>3. Consider how you are going to mitigate the impact</i>
<p>Age</p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	
<p>Care Experienced</p> <p><i>Someone who has been or is currently in care or from a looked-after background at any stage in their life. This includes adopted children who were previously looked-after</i></p>	
<p>Marriage/Civil Partnership</p> <p><i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	

<p>Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	
<p>Sexual Orientation <i>A person's sexual and/or romantic attraction to other people, or lack thereof</i></p>	
<p>Disability <i>A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities</i></p>	
<p>Gender identity/ reassignment <i>The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)</i></p>	
<p>Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	
<p>Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i></p>	
<p>Sex <i>Gender assigned at birth</i></p>	
<p>Employment or Trade Union Membership</p>	
<p>Past Criminal Convictions</p>	
<p>Poverty or Deprivation</p>	

Owner:		
Date initiated:		
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i>	
Signature (Owner)		Date
Signature (Equalities Officer)		Date

Please return the completed Equality Impact Assessment to the Equalities Officer (abrydon@borderscollege.ac.uk)

Status: To be approved by JCCP
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