

Equality Diversity and Inclusivity Policy

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Scope and Purpose

RESET is committed to creating and maintaining an inclusive working and learning environment that respects and celebrates difference. We aim to provide a community where everyone feels able to participate in College and University life and achieve their full potential. RESET is dedicated to eliminating discrimination and advancing equality on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including no belief), sex and sexual orientation and to fostering good relations between different groups.

Introduction to EDI and Our Core Values

Promoting, celebrating and valuing diversity and ensuring equality are at the heart our provision and mentors core values, and benefit all aspects of their communities. These encompass the British values of mutual respect for and tolerance of those with different faiths and beliefs and for those without faith, the rule of law, individual liberty and democracy.

Our Vision

At RESET, we've got ambitious goals for the future and a strong vision to lead the way in the region, and the country.

Our Values

Integrity • We are honest, trustworthy and open.

One team • We collaborate, respect each other and contribute to team goals.

Always improving • We are forward-thinking, we innovate and take ownership.

Can do • We are positive, inclusive, flexible and proactive.

Sustainable • We take a long-term view, environmentally, financially and socially.

At RESET our vision is to deliver world class technical and professional higher-level skills to meet the priorities of the Manchester region. Our first Strategic Aim is 'to create an inclusive culture, to benefit the residents of both Manchester and Greater Manchester'.

RESET provides a fully inclusive and integrated support for all. Our inclusive culture celebrates, supports and values diversity through the delivery of locally relevant, career-focussed higher education and skills, providing choice and opportunity for all.

Scope

This policy applies to all members of the RESET community including stakeholders, staff, students and visitors. The policy applies to all sites and premises belonging to RESET or used to carry out its functions.

Principles

This policy builds upon the foundation of equality legislation and anti-discrimination guidance and strives, not only to comply with legal requirements, but to use these to ensure that RESET endeavours to exemplify best practice. The policy is governed by the Equality Act 2010, which makes it unlawful to discriminate against someone because of one or more of the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

In the implementation of this policy, RESET will aim to:

• Expect all members of its communities to treat each other with dignity and respect. We support the right of individuals and groups to hold their own beliefs and values but will not tolerate these being manifested in a way that intimidates, humiliates or creates a hostile or degrading learning or working environment.

• Create an inclusive learning and working environment that supports good relations between people and challenges prejudice, intolerance and discrimination in all its forms.

• Ensure that all of our learners, staff and visitors, are treated fairly and are not discriminated against on any grounds, including those protected by the Equality Act 2010.

• Communicate its commitment to promoting equality and diversity in staff and learner recruitment material, handbooks, policies, social media and in other communications.

• Ensure that publicity material positively promotes the diversity of our communities.

• Develop a coordinated approach to raising awareness of diversity and citizenship through internal promotion and enrichment.

• Introduce positive action initiatives where patterns of under-representation and differences in outcomes for staff and learners are identified.

• Proactively encourage potential and current students and staff to confidentially disclose any disabilities or other needs relating to 'protected characteristics' that they may have. We will promote a culture of inclusivity, in which individuals feel confident and safe to make a disclosure. We will provide reasonable adjustments in response to individual needs and will not disadvantage any student based on such needs.

• Gather and store any data relevant to any of the protected characteristics appropriately and in line with GDPR guidelines.

• Ensure that there are effective and sensitive support and complaints mechanisms in place, should anyone feel that they have either witnessed or experienced discrimination.

Students will be expected to:

• Uphold the core values of RESET at all times.

• Students will commit to displaying the behavioural competencies as outlined in our behaviour policy

• Not engage in or accept any bullying or harassment.

• Respect, recognise and acknowledge varying needs of all members of our communities.

• Be prepared to challenge and report inappropriate behaviour.

• Act with due consideration and respect towards all members of the college community at all.

• Treat all staff, fellow students and visitors with courtesy and respect at all times, and without discrimination.

Students can expect:

• Inclusive learning practices, which acknowledge differences in students' learning styles and abilities.

• Learning materials free from bias, which celebrate diversity and challenge stereotyping.

• All instances of bullying, harassment or discrimination to be taken seriously and fully investigated, with appropriate action taken.

• To be treated with respect and courtesy at all times.

• A learning environment where differences are not only respected but are celebrated.

• Equality of opportunity to participate in college organised events, where appropriate.

• Reasonable adjustments and support in helping you meet your learning aims.

Staff will be expected to:

• Adhere to the behaviours promoted in the ARC guidelines.

• Uphold our core values and high standards of behaviour at all times.

• Challenge and report all instances of bullying, harassment and discrimination in the community.

• Lead by example in demonstrating understanding of, and respect for differences in diversity groups.

• Be courteous, respectful and treat all members of the Safe Start community without discrimination.

• Contribute to the development of a learning environment free from discrimination, victimisation and harassment.

Definitions:

Equality refers to the elimination of unlawful and unfair direct and indirect discrimination of particular groups and promoting equal access, treatment and outcomes that take into account specific needs of individuals.

Diversity encompasses visible and non-visible individual differences that includes, but is not limited to, differences protected by anti-discrimination legislation. Appreciating diversity is about valuing differences and recognising that everyone through their unique mixture of skills and experience has their own valuable contribution to make.

Inclusivity is the practice of including all people regardless of their protected characteristics or individual differences.