

The benefits of embracing equality, diversity and inclusion.

As students, staff and governors we see the benefits of embracing equality, diversity and inclusion as...

Social and Moral Benefits

Personal Benefits

Student Benefits

Staff Benefits

College Benefits, Mission and Orsted

Legal and Strategic

You Said... We Did...



VALUING POTENTIAL. INSPIRING SUCCESS



Social and Moral Benefits

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You Said...
We Did...

- Helps to reduce social and economic barriers
- Helps people understand social norms
- Is morally correct
- Reflects the community we serve
- Meets local needs
- Helps to build a strong community
- Supports and encourages social cohesion
- Supports minority groups in achieving potential
- Raises awareness-displaces ignorance
- Makes people aware of shared responsibilities of making everyone valued
- Challenges stereotypes
- Prepares people for taking part in an inclusive society
- Helps to reduce conflict in society as people are accustomed, through their experience of education, to mixing with a wide range of people from different backgrounds and with different beliefs
- Enables people to learn and understand how other people live
- Helps reduce levels of racism
- Helps people see things from a different perspective
- Helps to remove misconceptions about particular groups of people
- In a college gives students a primary source for finding out about others' traditions and customs, creating culturally richer people
- Reduces the likelihood of students developing prejudices and /or become racist, for example, in later life which in turn helps in creating a more welcoming and diverse society
- Reduces marginalisation
- Helps to minimise discrimination on grounds of sex, race, religion, belief, sexual orientation, gender reassignment, marriage and civil partnership, age, disability, pregnancy and maternity (protected characteristics as set out in the Equality Act 2010).

Personal Benefits

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You Said...
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- Helps to make college life more interesting
- Encourages people to embrace different views and beliefs and understand individual differences
- Helps to reduce conflict and confrontation
- Increases confidence and self esteem
- Broadens the mind
- Develops cultural richness
- Encourages better recognition of different skills
- Generates fresh and different ideas
- Helps to ensure everyone is treated with respect and as equals
- Helps to ensure people are not judged based on how they look, what they wear or the colour of their skin
- Makes students feel safe and part of the College community
- Promotes racial harmony
- Prevents racism and bullying
- Promotes the view that there are no different races, just one human race
- Helps us grow as individuals and opens our minds to different ways of life
- Expands our knowledge so that we are no longer ignorant
- Encourages respect for similarities and differences between individuals
- Makes us aware of the impact, both positive and negative, we can have on others through our own behaviour

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You Said...
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- Sets a good example for students
- Helps students from different backgrounds fulfil their potential
- Creates a happy and safe teaching and learning environment
- Helps students prepare for life (university /work etc)
- Gives students the best chance of success and achievement
- Improves student retention
- Leads to improved success rates
- Impacts on students' happiness and results
- Leads to improved behaviour with less disruption in class
- Promotes 'diversity' as a positive not a negative
- Encourages those with additional needs to come to college
- Attracts a wider range of students
- Helps to identify areas of under achievement and narrow the achievement gap
- Stops students being an anomaly and encourages inclusion
- Helps students learn about different cultures and discourages prejudicial treatment of others
- Reduces conflict between people of different races, cultures etc.
- Encourages acceptance of others
- Students who attend a diverse college can pass on their experience to family and friends, thereby helping to reduce inequalities in broader society
- Raises awareness of different cultural and religious traditions and festivals

Staff Benefits

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You Said...
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- Creates employment and promotion opportunities
- Generates new ways of working
- Helps to develop a happier work force
- Improves working conditions
- Creates a supportive environment
- Teaches positive ethics
- Is important to developing a cohesive workforce with a wide range of skills
- Develops an environment in which people feel they belong and there is a sense of community
- Increases confidence in sharing anxieties
- Enhances individual and collective wellbeing from knowing that everyone is accepted, irrespective of individual protected characteristics

College Benefits, Mission and Ofsted

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- Makes people feel valued
- Enhances recruitment of students and staff
- Ensures everyone has the opportunity to achieve their potential
- Helps to recognise people's strengths
- Encourages positive marketing, recruitment and publicity
- Promotes inclusivity (a sense of belonging)
- Reflects the college community
- Helps to raise standards (academics)
- Promotes social cohesion and good public relations
- Fulfils the College mission and Ofsted requirements
- Encourages tolerance
- Gives everyone shared core values
- Makes a better /nicer environment to work/study in
- Helps to create a harmonious, welcoming and safe environment
- Sets standards on how we should behave
- Broadens students /staff's learning experiences
- Allows us to promote ourselves as a tolerant and accepting college
- Creates a pleasant and supportive environment for both staff and students
- Promotes a culture a mutual respect and acceptance of others
- The College provides a wide range of social and recreational activities to everyone which allows people who would not normally converse with each other to bond
- Creates an atmosphere in which everyone feels valued
- Promotes creativity and willingness to listen to ideas
- Is important to us in terms of Ofsted Inspections and celebrating the fantastic things that we do
- Promotes understanding, tolerance, harmony and unity

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You Said...
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- Helps everyone work to an agreed standard
- Encourages financial investment
- Is a legal requirement
- Attracts funding
- Supports better planning
- Helps individuals understand their rights
- Supports the philosophy of the college strategic plan
- Enhances the College's reputation

Staff would like more information, guidance, advice, support and training on the Equality Act 2010.

- We delivered recruitment and selection training to managers which included our legal responsibilities under the Equality Act 2010.
- We provided a briefing, open to all staff, on the Equality Act 2010 delivered by Farha Leadbetter of Gordons LLP.
- We sent a summary of the main provisions of the Equality Act 2010 to all staff, prior to 1st October 2010.
- We have updated members of our internal equality and diversity steering groups on the phased implementation of the Equality Act 2010, including the Public Sector Equality Duty which came into force on 5th April 2011.

You would like to see more awareness raising of mental health matters.

- We engaged the Better Health at Work Team to meet staff and promote a variety of health-related themes.
- We formed a Health and Wellbeing Group and encouraged membership from both staff and students.
- Mental Health Awareness is being promoted through the tutorial curriculum in April 2011.

The College could do more to tackle harassment and bullying, including verbal abuse.

The College could do more to demonstrate the importance of treating people with respect.

- We delivered staff training sessions in November 2010 on the main provisions of the Equality Act 2010, including definitions of direct and indirect discrimination, harassment and bullying.
- We included in the training session tips on how to challenge inappropriate use of language that might be perceived as harassment.
- We will be using the TV screens in College to display important messages to encourage staff, students and visitors to the College to treat each other with respect.
- We incorporated the themes of harassment and bullying into tutorial in November.
- We organised a 'design a poster competition' for students on the theme of respect.
- We invited all staff and students to participate in a review of the College's Anti-Harassment Policy.
- We held a focus group as a follow-up to a tutorial activity on Holocaust Memorial Day, to discuss means through which expected standards of behaviour, and what is acceptable and unacceptable behaviour, can be communicated effectively to staff and students.

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Grievances should be listened to and dealt with appropriately.

- It is important to create an environment in which staff and students are able to work well together and treat each other with respect. A number of activities have been designed with this in mind.
- Grievances do arise from time to time and every effort is made to listen to these in as sensitive and sympathetic manner as possible, and to find solutions to prevent problems escalating.
- Through the tutorial programme students have been made aware of college procedures for raising concerns.
- Feedback from the recent 'Best Companies' survey is being analysed in terms of responding to staff concerns.

You feel you have been treated less favourably because of your religion/belief and sexual orientation.

- The College takes discrimination and abuse on the grounds of any/all protected characteristics very seriously and we have been proactive in educating our staff about how we can all work together to create a more tolerant College environment.
- We have developed action plans as part of our Single Equality Scheme and Investors in Diversity work to improve aspects of our provision that do not currently fully meet the needs of all stakeholders.
- We have developed a schedule of Equality Impact Assessments which is a tool for identifying ways in which our policies/procedures/practices and plans might have adverse differential impact on grounds of one or more protected characteristic.
- Tutorial sessions have been designed to raise awareness among students of the impact of homophobic language, racist language and other forms of abuse.

Homophobia is a problem. Comments of 'that's gay' and 'don't be gay' are frequently used.

- February is LGBT history month and the College raised awareness of this by having a display in a central area and designing activities for students to undertake research, related to the display and the origins of LGBT history month.
- The College is working with Kirklees Local Education Authority and other colleges with a view to establishing a LGBT group in college.
- College staff have been trained to challenge abusive language.
- The College's mission and values are promoted at every opportunity and will continue to be reinforced through the tutorial curriculum.

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Communication around equality, diversity and inclusion needs to improve in the College.

- The College has two equality and diversity groups which meet on a regular basis. The minutes of the meetings are available to all staff.
- The Single Equality Scheme will be accessible to all via the College website, it is available on the College VLE and on request from the Equality and Diversity Manager. All members of staff were invited to participate in the public consultation on the Single Equality Scheme.
- The College newsletter has been re-launched and has a dedicated equality and diversity section.
- A number of competitions and activities have been held since September 2010, designed to raise awareness of important issues relevant to celebrating diversity.
- Press releases are featured regularly in the Huddersfield Examiner to communicate to the wider public the good work we do to promote equality, diversity and inclusion.