



Equality, Diversity and Inclusion Policy

1. Policy

- 1.1. City of Bristol College is committed to inclusion, respect and enabling all students and staff to reach their full potential.
- 1.2. This policy describes our:
 - Vision and commitment to Equality, Diversity and Inclusion
 - Legal duties under the requirements of The Equality Act 2010 in employment, facilities, goods and services and admission and treatment of students
 - General and specific equality and diversity principles

Our Vision

Equality, diversity and British Values are an important part of the mission, values and strategic objectives of the college as we are aware that its success is dependent on attracting and retaining a diverse range of people as staff, learners and partners

The college recognises that excellence is underpinned by educational and training provision and its associated environment and services, which do not close doors to any minority group and meets the needs of individuals from all groups

We aim to embed, sustain and extend good practice in Equality and Diversity across all areas of the college and through this contribute to: the creation of a confident, skilled and highly motivated workforce; high success rates for all its learners and fulfil our role as Bristol's' College.

3. Our mission is underpinned by the following values:

- Integrity
- Respect
- Ambition
- Pride

These four values permeate all we do, and provide all staff and students with a firm basis for developing professional behaviours.

4. Scope

- 4.1. This policy has direct implications for all other College policies. We believe that Advancing Equality of





- 6.8. The recruitment, retention and achievement of students will be monitored by 'protected characteristics' (see para 6.1)
 - 6.8.1. where possible to determine trends and enable the College to provide focused support where it may be needed to ensure success.
 - 6.8.2. Decisions on which protected characteristics will be monitored by the College will be determined by consultation, reasonableness, meaningfulness and resources available. By these means patterns of inequality will be challenged.
- 6.9. The Admissions Policy of the College supports non-discriminatory access. Every reasonable effort will be made to ensure equality of opportunity for all students providing suitable support in order for all students to access all services and facilities at City of Bristol College
7. Curriculum and Quality
 - 7.1. All activity will consider Equality and Diversity issues and will be reflected in quality processes.
 - 7.2. All forms of oppressive behaviour/bullying/harassment will be directly and appropriately challenged by staff and students at all times in accordance with our College Charter,
 - 7.3. The College Anti-bullying Policy/Procedure and the Complaints Policy/Procedure will enable those who believe they have been victims of discrimination and harassment to raise concerns and achieve redress without undue delay or difficulty.
 - 7.4. Student induction, tutorial programmes and curriculum will continue to use all opportunities to embed the principles that underpin Equality, Diversity and Inclusion.
 - 7.5. A range of activities will be used to identify student perceptions of the College environment and the quality of their experience.
 - 7.6. Effective Teaching, Training and Learning.
 - 7.6.1. All teaching and training resources and curriculum will ensure that they reflect and promote Equality, Diversity and Inclusion, where appropriate.
 - 7.6.2. Departments will take systematic steps to ensure that students have access to all opportunities irrespective of protected characteristic.
 - 7.6.3. Admissions processes and initial assessment prior to courses beginning will be used to personalise support for students, including those with additional support needs.
- 7.7. Every opportunity will be given throughout each academic year for 2 (w)9.2 (i)-8.9



- 8.2. The College will support the development of community cohesion and community development through partnership with other organisations including statutory and community/voluntary organisations.
- 8.3. Opportunities to celebrate

City of Bristol College
Equality, Diversity and Inclusion Policy
Version 1



Linked Policies:

- Compliments, Complaints & Feedback Policy & Procedure
- Safeguarding Policy and Procedure
- College Code of Conduct (previously the Student Charter)
- Staff Code of Conduct

Approved by: Main Board (via C&Q Committee)
Date of 07.03.24