



Wirral Met College

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Equality, Diversity & Inclusion Policy

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The vision of Wirral Metropolitan College is:

Wirral Metropolitan College has a vision to be an inclusive, outstanding college.

The mission of Wirral Metropolitan College is:

We will enhance the economic prosperity of young people, adults and employers through high quality work-related education and training.

The following Equality, Diversity and Inclusion Policy has been developed to enable this commitment to be fulfilled. Implementation will be a step by step process which will be monitored annually against the College's Self Assessment Report and Improvement Plan. This commitment is underpinned by the Equality Act 2010.

Policy:

Wirral Metropolitan College is committed to valuing diversity, and to promoting and implementing equality of opportunity in all its activities.

This commitment is based on the principle that those who learn, work and are involved in the College should be treated fairly and with respect. The performance of the College depends on all people having a stake in its future and recognising that everyone has both rights and responsibilities within this context.

The College will work towards an environment and culture where everyone is encouraged and supported to develop their full potential; this includes giving due regard to protected characteristics as outlined in the Equality Act 2010, and the Technical Guidance on Further and Higher Education. :

The protected characteristics for Further and Higher Education Institution provisions are:

- Age.
- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Being married or in a civil partnership is NOT a protected characteristic for the further and higher education institution PROVISIONS, however the College will pay due regard to this with respect to the Statutory Code of Practice (Employment).

Social deprivation is not a protected characteristic in the Equality Act, but the College is nevertheless very aware of the impact this can have on students' life chances and ability to achieve their educational goals. We therefore pay due regard to this with respect to aiming to ensure our students' needs are met.

With regard to antisemitism the college has, in accordance with the recommendation of the Department for Education, adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism, which states:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

With regard specifically to Special Educational Needs and Disabilities, the college will also have due regard to the obligations and best practice set out in the Children and Families Act 2014 and the Special Educational Needs and Disability Code of Practice.

With regard to staff with disabilities, the college will aim to make reasonable adjustments to meet staff needs and will comply and drive best practice in relation to the requirements of the Disability Confident scheme in its recruitment and selection and other key HR policies and procedures.

The aim of the Policy is to ensure that Wirral Metropolitan College is an organisation that actively recognises and values diversity. It will do this by appreciating individual needs and differences and treating everyone with dignity and respect.

The College will also meet the Public Sector Equality Duty, which requires the College to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between people who do and do not share the same protected characteristics

The College will continue to gather information and to consult and involve stakeholders with regard to the protected characteristics; this will help the College to set out its Equality, Diversity and Inclusion Action Plan, identify its priorities for action and to set equality objectives as:

- a centre for learning
- an employer

Objectives:

Our Equality, Diversity and Inclusion Policy and Action Plan have the following objectives:

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- Value and respect diversity and recognise the benefits from our differences;
- Create a positive, safe, accessible environment and culture in which discrimination has no part;
- Listen to, engage and collaborate with a wide range of students, partners and staff in order to continually improve our equality practice;
- Promote equal opportunities in all aspects of employment;
- Make reasonable adjustments to support and respond flexibly where there is a clearly identified need;
- Ensure that all policies and procedures are accessible and clear and reflect the College's commitment to equality, diversity and inclusion;
- Ensure that all learning programmes reflect and promote equality, diversity and inclusion in content and delivery;
- Be accountable by target setting, monitoring, evaluating and reviewing progress on a regular basis;
- Take necessary action when non-compliance with the Equality Act 2010 is identified;
- Secure resources to ensure that the College meets its public sector duty in respect of the Equality Act, 2010.

This Policy will influence and will be cross-referenced to other College strategies, policies and procedures and forms part of a continuous improvement cycle.

Non-compliance with this Policy will be addressed through the College's Complaints, Grievance, Disciplinary or other relevant Procedures, as applicable. General feedback or concerns should be forwarded to Ste Bailey, Executive Assistant Principal Student Support and Foundation Learning, Conway Park Campus, Europa Boulevard, Birkenhead CH41 4NT or by email ste.bailey@wmc.ac.uk