

Equality & Diversity Policy & Supporting Strategy

Policy

The following statement outlines the Organisational policy across BCTG Limited.

Policy Aim

The aim of this policy is to provide equality of opportunity for BCTG learners and staff alike to ensure the development of their full potential in an environment in which individual differences and the contributions of our staff, learners and partners are recognised and valued.

We incorporate equality into our core objectives, making every effort to eliminate discrimination, create equal opportunities and develop good working relationships between different people. We are required to consider all individuals in their day-to-day work, in shaping policy and in providing services.

Underpinning Principles

- The Policy will reflect BCTG's Mission, Vision and Values
- The operation of the Policy will be open and transparent
- The Policy will operate to ensure that Ofsted requirements are fully met
- The requirements and expectations of this Policy will be clearly communicated to all staff, learners, employers and partners.

Related Policies

- Quality Policy
- Health, Safety and Welfare Policy
- Safeguarding and Prevent Policy
- Safer Recruitment Policy

Strategic Implementation

This will be achieved by

- Responding to the Equality Act 2010, the Human Rights Act (1998) and guidance from relevant external bodies such as the ESFA and Ofsted
- Promoting fundamental British Values throughout all training programmes
- Implementing and monitoring an E&D improvement plan ensuring that staff, at every level, have a responsibility to adopt and embrace the policy
- Monitoring
 - the composition of learner participation in relation to gender, race, and disability
 - the gender, race and disability of those learners who leave their training programme early
 - learner achievement and progressions by gender, race, and disability
 - the incidence and nature of learner complaints reported under the grievance, discipline, and harassment procedures
- Reporting our monitoring data through our quality improvement processes

- Providing training to staff and partners in their responsibilities to promote equality and to value the diversity of individual differences and contributions which strengthens our community of learning
- Ensuring that complaints of bullying, harassment, victimisation, and unlawful discrimination are taken seriously.
- We recognise the importance of safeguarding and address bullying, sexual harassment, Prevent and Online safety with all employees through our Safeguarding policies our wider policies and procedures. All staff are made aware of the lines of reporting of concerns in relation to Safeguarding, welfare and wellbeing.
- Our values reflect the importance of Equality and Diversity and CPD is updated accordingly to reflect inclusive practice and understanding within BCTG.
- Reviewing the policy annually or more frequently in response to changes in legislation or statutory guidance

Policy Outcomes

- The elimination of potential barriers to achievement for learners and staff where those barriers may be the result of the protected characteristics defined in the Equality act 2010
- The fostering of good relations between people who share a protected characteristic and those who do not
- An environment where all beliefs are recognised
- Continually improving learners' achievement rates
- A working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued

Policy review

This policy will be reviewed annually by the BCTG Advisory Board.

January 2024