



# **Equality, Diversity and Inclusion Policy**

**September 2023**

**Version 1.0  
Approved by the Board of Governors**

## Introduction

The Vantage College (“Vantage” or “College”) fosters good relations between people who share a relevant protected characteristic and those who do not, celebrates diversity, challenges inequality and is committed to nurturing an inclusive and diverse community that is open to all who have the potential to benefit from membership of it, and which ensures equality of opportunity for all its members.

We expect all our campus communities, employees, workers, contractors, students, invitees and visitors to be treated, and to treat others, with dignity and respect. We have a zero-tolerance approach to discrimination, harassment and bullying. Zero tolerance means that

- (i) we will take action and;
- (ii) the action will be proportionate to the circumstances of the case.

We are committed to meeting our obligations under the Equality Act 2010, which requires the College show no discrimination as required by law on account of age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The College will always act lawfully and this may include taking action to support people with particular protected characteristics, including disability and sex.

## Roles and Responsibilities

The Board of Governors is the governing body of the College and is responsible for ensuring the College complies with the requirements of the Equality Act 2010. The Board receives an annual Equality, Diversity and Inclusion report which includes information that demonstrates how we are meeting our legislative obligations and the progress we are making towards achieving our Equality Objectives.

Every member of College community has a responsibility to abide by this policy, to challenge inappropriate behaviour if they feel able to do so, in an appropriate way, and to report any behaviour that contravenes this policy.

## Policy Statement

### Recruitment, Admissions and Selection

All applicants will be given equal consideration during the selection process and will not be discriminated against on the basis of any of the protected characteristics.

### Teaching, Learning and Assessment

The College seeks to ensure that its teaching, learning and assessment practices and systems are designed to encourage the academic and personal development of its students, are equitable, and take the needs of its diverse student body into account.

### Progression

All students will be treated equally for progression and assessment purposes.

### Widening Participation

Vantage College is committed to widening participation in higher education and is engaged in a range of activities with potential students, aimed at encouraging the progression to higher education.

## Advice and Support

Advice and support relating to discrimination, harassment and bullying will be available for both staff and students. Sources of staff advice and support will include Human Resources. Sources of student advice and support will include Student Support Officers.

## Complaints and Discrimination

If a student or member of staff considers that he or she is suffering from unlawful discrimination, harassment or victimisation because he or she has one or more of the protected characteristics, he or she may make a complaint.

The College will treat all complaints of breaches of this policy seriously and will take appropriate action where necessary. Complaints may be brought by members of staff, students or other third parties and will be investigated in accordance with the College's grievance, disciplinary and/or complaints procedures. The complainant will be informed of the outcome of the College's investigation.

## Monitoring and Review

This Policy will be monitored and reviewed by the Board of Governors on a regular basis to judge its effectiveness and to determine whether it is meeting the requirements of anti-discrimination legislation and the College's equality objectives.

Document Information	
<b>Document Title:</b>	<b>Equality, Diversity and Inclusion Policy</b>
<b>Version:</b>	<b>1.0</b>
Date:	September 2023
Previous Review:	N/A
Next Review:	September 2024
Classification:	Internal and External
Approve By:	Board of Governors
Owners:	CEO
External Reference:	<ul style="list-style-type: none"> <li>• <i>Children and Families Act 2014</i></li> <li>• <i>Equality Act 2010</i></li> <li>• <i>Work and Families Act 2006</i></li> <li>• <i>Gender Recognition Act 2004</i></li> <li>• <i>Special Educational Needs and Disability Act 2001 (SENDA)</i></li> <li>• <i>Human Rights Act 1998</i></li> <li>• <i>Protection from Harassment Act 1997</i></li> <li>• <i>Employment Rights Act 1996</i></li> <li>• <i>Criminal Justice and Public Order Act 1994</i></li> </ul>