

# Equality and Diversity Principles at Shipley College

## Key Principles of Shipley College Equality and Diversity Policy



We are committed to equality and value diversity by encouraging people to be successful as themselves. Shipley College will ensure that everyone is treated fairly and justly. Discrimination on the grounds of age, disability, gender, pregnancy and maternity, sexual orientation, gender reassignment (transgender), marriage and civil partnership, religion and belief, or race will not be tolerated.

Shipley College staff, students, governors, members of the public and partners are expected to behave in a way which makes other people feel accepted, comfortable and safe. Individual breaches of the equality policy will be dealt with under the student or staff disciplinary procedures.

## Key Equality Principles

**The College considers all forms of prejudice and discrimination to be unacceptable, and will:**

- Ensure an inclusive environment
- Oppose any form of discrimination
- Improve access to College services
- Offer a curriculum which meets the needs of the diverse community it serves
- Consult with students, staff, governors and key partners on matters related to equality and diversity

## Equality Principles related to teaching and learning

- Provide support or make reasonable adjustments for students with learning difficulties or disabilities where a need is identified and encourage students to self disclose
- Provide equal access to the highest quality of teaching, learning or training for all students and ensure effective resources and support is available to meet the needs of students
- Make courses accessible to as wide a range of students as possible, and ensure, where set, entry requirements are relevant and transparent
- Provide equal access to assessment for all students and ensure effective assessment and verification is appropriate to the type of programme
- Make use of teaching, learning and training resources that are free from stereotyping and are appropriate in style and language
- Provide a positive, high quality learning experience underpinned by impartial information, advice and guidance and Pastoral support to assist student progression and career development

# British Values.....British Values.....British Values.....British Values

ShIPLEY College expects all students to respect others and abide by British Values, as defined by the Government. British Values include:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance for those with different faiths and beliefs

## Democracy

ShIPLEY College encourages all students to accept responsibility for their own behaviour, show initiative and understand how they can contribute positively to the College and to the lives of others studying, living and working in Saltaire and to society as a whole.

Everyone's opinion counts; being involved in the Student Voice allows learners to take part in democratic decision making at college and gives the opportunity to be involved in making the College a better place for everyone. To stand as a Student Council member, students have to be elected by others on their course. ShIPLEY College is interested in what all our students think and have to say.

## The Rule of Law

Rules are part of college life - rules and laws are part of everyone's lives. The College Positive Behaviour Policy is in place for the benefit of everyone. It is important that students know right from wrong and respect the civil and criminal law of England. No one is above the law.

We want students to understand that these rules and laws about how to behave in the classroom, in college, in your neighbourhood and in the country where we live, are there to protect everyone and must be respected by everyone.

## Individual Liberty

ShIPLEY College has built up, over many years, a strong reputation as a place where students feel safe and welcome. The College has a strong belief in diversity, personal identity and human rights and wants students to understand the values of individual liberty and be prepared for adult life.

We understand that for positive learning to take place, students should have the opportunity to develop self-knowledge and self-confidence. The College will encourage students to practice their rights and personal freedoms, as well as supporting students to exercise these freedoms in a safe environment and with due consideration for others. Freedom of speech is important to us as a way of expressing ourselves and respecting and understanding ourselves and others.

## Mutual Respect and Tolerance of those with Different Faiths and Beliefs

Respect and tolerance are at the core of our college life. ShIPLEY College's ethos and Positive Behaviour Policy have respect as a core value. The College considers all forms of prejudice and discrimination unacceptable. Mutual respect and tolerance can be achieved by enabling and encouraging students to appreciate and respect their own and other cultures, beliefs and lifestyles.

Part of what makes the College a great place to study and work is being with a diverse range of people in terms of different ethnicity, lifestyle, age, sexuality, ability and belief.