Equality, Diversity and Inclusion Statement

Northern College, within the context of 2010 Equality Act, is required to identify and publish strategic, specific and measurable equality objectives that are designed to fulfil the compliance with the Equality Duty to eliminate discrimination, advance equality of opportunity and foster good relations.

The College will have due regard to the following:

* Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
* Advance equality of opportunity between people who share a protected characteristic and people

who do not share it;

and

* Foster good relations between people who share a protected characteristic and people who do not

share it.

The protected characteristics covered by the Equality duty are:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
* Pregnancy and maternity
* Race- this includes ethnic or national origins, colour or nationality
* Religion or belief- this includes lack of belief
* Sex
* Sexual orientation

Northern College also recognises the need to tackle issues of disadvantage and underachievement as a result of an individual’s life chances / experiences.

Northern College has identified four overarching equality strands with related objectives as follows:

1. Northern College will strive to ensure an inclusive and diverse student and staff community.

***We will do this by:***

1. Delivering engaging and inclusive marketing that reflects a diverse student population, alongside recruitment processes that are accessible to all potential students.
2. Providing a curriculum offer that enables those with no or limited qualifications to access education and progress in their learning and career choices.
3. Ensuring a diverse workforce that reflects the student population.
4. All students and staff will have an enriching, inclusive experience and will be treated fairly and with respect.

***We will do this by:***

1. Embedding Safeguarding and Prevent throughout all college operations to enable students and staff to be safe, free from discrimination, harassment and victimisation.
2. Ensuring the college has a supportive, respectful and inclusive culture that recognises difference and enables individuals to reach their full potential.
3. Working to create an inclusive, physical environment where students’, staff and visitors’ accessibility and safety is promoted.
4. Celebrating diversity, inclusion and achievements through events, activities and external partnerships with key stakeholders
5. The College will foster positive partnerships and community relationships for the good of the College and its students.

***We will do this by:***

1. Collaborate with regional and national partners to promote and provide further life enhancing opportunities for all students.
2. Ensure the College offer meets local and regional needs enabling students to access employment and become contributing members of society.
3. Raise aspirations and develop knowledge and understanding through national and international partnerships.
4. Northern College will promote a culture of excellence and quality in delivering Equality, Diversity and Inclusion.

***We will do this by:***

1. Designing and facilitating training which supports inclusive practice and promotes Equality, Diversity and Inclusion.
2. Ensuring the College has supporting policies and expectations of practice throughout its educational, environmental and strategic interventions.
3. Creating a culture of transparency by developing and encouraging student and staff voice through feedback and consultation.
4. Evaluating data to inform and improve practice and provide transparency in educational interventions.
5. Ensuring there are clear pathways of reporting to Executive Leadership and Governance.

The College has developed an action plan that details how objectives will be met, progress of which will be monitored through the Equality, Diversity and Inclusion Committee and reported to the Executive Leadership Team and Board of Governors. In addition, the following information will be analysed with a view to inform and influence our four overarching equality strands and related objectives.

* Recruitment data (students and staff)
* Attendance data
* Achievement data
* Behaviour and conduct incidents