

Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 1 of 7



If you would like to view this document in an alternative format, please contact the College's Marketing Team on 01642 333333.

Middlesbrough College Group's Equality, Diversity and Inclusion Statement and Policy reflects the college strategic priorities and its mission statement and values.

Middlesbrough College Group is committed to providing an environment in which there is equality of opportunity for all members of its community and our commitment for equality, diversity and inclusion ensures that all who learn and work at Middlesbrough College Group, and potential applicants to the college, are treated fairly and valued for their talents and ability, in all aspects of its activities as an employer and provider of education and training.

This Equality Policy applies to Governors, staff and students of Middlesbrough College Group, which incorporates Northern Skills and TTE, and also includes partners, volunteers and visitors or contractors working on our sites. Every service user has rights and responsibilities under the Equality Act, 2010. This policy aims to ensure that everyone understands those rights and responsibilities. The college is committed to promoting all other forms and strands of equality and human rights that are relevant.

This policy can be applicable when outside normal working hours and is not restricted to when on college premises. It may also be relied upon in the case of associative discrimination, i.e. unfavourable treatment due to association with another person who may be protected by some or all parts of equality legislation.

Middlesbrough College Group recognises its legal obligation under the public sector equality duty to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not (*not in respect of marriage or civil partnership*).
- Foster good relations between people who share a protected characteristic and those who do not (*not in respect of marriage or civil partnership*).

By:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.

Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 2 of 7

- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In respect of disabled people, to comply with the duty, we may treat some people more favourably than others.

And to demonstrate this, to publish:

- Gender pay gap report
- Equality objectives, at least every four years.
- Information to demonstrate compliance and progress against objectives.

As part of the annual review, our Equality, Diversity, and Inclusion Report is published on the College website.

The impact of policies, processes and the provision of services are assessed to ensure they fulfil the requirements of the public sector equality duty.

Middlesbrough College has zero tolerance, and is opposed, to any form of discriminatory behaviour, bullying or harassment on the grounds of the protected characteristics identified in the Equality Act 2010:

- Age
- Disability
- Gender
- Gender reassignment
- Marital status / Civil Partnership
- Pregnancy and Maternity
- Race
- Religion / belief
- Sexual orientation

And additionally, on the grounds of:

- Social background

Middlesbrough College Group recognises its role in creating a climate that supports equality, diversity and inclusion and will endeavour to address or remove, by reasonable adjustment, any barriers that may exist in relation to any of the above-mentioned protected characteristics, for all of its students, staff, visitors and potential applicants.

Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 3 of 7

The Strategic and Operational Equality and Inclusion Committees are responsible for monitoring, guiding, and recommending on issues concerning equality, diversity and inclusion within the College and ensures the commitment is understood by all that engage with the College.

The following definitions are intended for identification purposes of possible inappropriate behaviour, but are not meant to be an exhaustive list:

- **Bullying** includes offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate, or injure the recipient.
- **Harassment** includes unwanted, demeaning, and unacceptable conduct affecting the dignity of men and women in the workplace, based upon a person's protected characteristics as defined in the Equality Act 2010, listed above. It may be persistent or an isolated incident.
- **Victimisation** is treating someone badly because they have, or it is believed they have, or are going to do a "protected act". A protected act is:
 - Making a complaint of discrimination
 - Helping someone make a complaint by giving evidence or information
 - Alleging that your or someone else has breached the Act
 - Doing anything else in connection with the Act.
- **Direct discrimination** is when someone is treated less favourably than someone else because of a protected characteristic.
- **Indirect discrimination** is when a provision, criteria or practice is applied to everyone, but it puts people sharing a protected characteristic at a disadvantage.

Middlesbrough College Group takes **positive action**, both as an employer and as a provider of education and training, promoting equality of opportunity to all its students, staff and our local community, as a proportionate means of tackling the disadvantages and underrepresentation of protected groups.

Middlesbrough College Group, as an employer and provider of education and training, will promote equality, diversity and inclusion in its activities and strategies.

Middlesbrough College Group's key areas of commitment and intent are:

- To provide an environment that is inclusive and accessible for staff, learners and visitors.

Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 4 of 7

- Zero tolerance of any type of inappropriate behaviour.
- To set appropriate equality targets and actions in the Equality Action Plan, identifying positive action strategies to address under-representation.
- To have a communication strategy to ensure awareness among staff, students, potential staff or students to the college, suppliers of goods and services, recognised consultative forums and the public.
- To provide consultation, engagement and involvement opportunities for staff, students, external clients, and others working in partnership with the College to influence the policies and implementation of them.
- To provide staff and student training/teaching opportunities to promote understanding and awareness of equality, diversity, and inclusion and to embed good practice.
- All written information produced will be clearly presented in plain English with alternative formats being provided on request.
- To request and monitor staff and student data for the purpose of ensuring that services and activities are fair and accessible.
- To welcome and consider reasonable adjustment requests.

A termly report will be provided to the Governing Body highlighting progress and activities related to equality, diversity, and inclusion. An annual Equality, Diversity, and inclusion Report, which includes the Equality Action Plan, will be made available on the college website. The Equality Statement and Policy will be reviewed regularly, and at least annually, to ensure changes in legislation are reflected and effectively implemented.

Dignity at Work

It is the responsibility of all employees, prospective employees, contract-workers and volunteers to respect the dignity of their colleagues in the workplace. Failure to do so may result in disciplinary action taken against an employee which can result in their dismissal.

Employees, prospective employees, contract-workers and volunteers should advise their manager or another appropriate person if they witness an act of bullying or harassment – it is not necessary for the target of the action to raise a complaint.

Management, in conjunction with Human Resources, will commit to providing a work environment which is free from bullying and harassment and manage such incidents swiftly and appropriately.

Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 5 of 7

How to Complain

If you feel we have failed to meet your expectations, we would like you to tell us about it so that we can address your concerns and *help improve our service to others*.

Please refer to:

- Staff – the college Grievance Procedure.
- Students and visitors – the College Complaints Procedure.

Non-compliance with the Equality Statement and Policy and related policies

Non-compliance by a member of staff or a student of the College will be treated as a serious matter and dealt with fairly through the College's normal procedures, including the relevant disciplinary procedure where appropriate.

This policy should be read in conjunction with the following documents:

- Breastfeeding Policy
- Code of Conduct for Staff
- Complaints Procedure
- Disability Statement
- Disciplinary and Grievance Policy (Staff)
- Flexible Working Policy (Staff)
- Maternity Policy (Staff)
- Paternity Policy (Staff)
- Personal Care Policy
- Shared Parental Leave, Birth/Adoption (Staff)
- Safeguarding Learners Policy and Procedure
- Staff Bullying and Harassment Policy
- Staffing & Recruitment Appointment Policy
- Student Bullying and Harassment Policy
- Student Disciplinary Policy
- Trans guidance – staff and students

Further information about the Human Rights Act 1998 and Equality Act 2010, visit the [Equality and Human Rights Commission](#).

Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 6 of 7

Middlesbrough College has adopted the following working-definition of antisemitism:

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

Examples of antisemitism can be found at

<https://www.holocaustremembrance.com/working-definition-antisemitism>.

Middlesbrough College has met the required standards, gaining accreditation from the following organisations:



North East
Better Health
at Work Award
Ambassador Status



Middlesbrough College also supports:



Equality, Diversity and Inclusion Statement and Policy

Reference: MC05
Issue No: 3
Approval Date: July 2023
Page: 7 of 7