



Equality Diversity and Inclusion Policy

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Introduction

Greenbank is committed to achieving high standards as both an employer and a provider of education and services. We recognise that equality, diversity and inclusion (EDI) are central to our mission, values and strategic objectives. This policy sets out our commitment to promoting an inclusive environment where all individuals are treated with dignity and respect and are able to achieve their full potential.

This policy reflects the requirements of the Equality Act 2010 and relevant best practice, including the SEND Code of Practice (2015). It applies to all trustees, staff, volunteers, learners, service users, contractors and partners working with or on behalf of Greenbank. Failure to comply with this policy may result in disciplinary or other appropriate action.

Definitions

- **Protected characteristics** names those groups that are protected by equality legislation as age, disability, gender, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief and sexual orientation.
- **Equal Opportunities** is about treating people fairly and equally regardless of whom they are, their background, or their lifestyle.
- **Diversity** ensures that all people are valued as individuals and are able to maximise their potential and contribution to Greenbank. It recognises that people from different backgrounds can bring fresh ideas and a different approach, which can make the way we work and learn more enjoyable, creative, efficient and innovative.
- **Direct Discrimination** occurs when an individual is treated less favourably on the grounds of a protected characteristic e.g. age, disability, gender reassignment, race,

religion or belief, sex, sexual orientation, marriage & civil partnership and pregnancy & maternity.

- **Discrimination by association** is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- **Discrimination by perception** is discrimination against an individual because you think they possess a protected characteristic - it applies even if the person does not actually possess that characteristic.
- **Indirect Discrimination** occurs when a company has a rule, policy or practice which applies to everyone but particularly disadvantages people who share a protected characteristic.
- **Victimisation** occurs when an individual is treated badly because they have made a complaint or raised a grievance under the Equality Act.
- **Harassment** is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating intimidating, hostile, degrading, humiliating or offensive environment for that individual.” (See Greenbank’s Grievance procedure for guidance where harassment has occurred).
- **Third party harassment** means employers can potentially be liable for harassment of employed people (third parties) who are not employees of the company e.g. customers. Liability arises when harassment has occurred on at least two occasions, the employer is aware that it has taken place and has not taken reasonable steps to prevent it from happening.
- **Positive Action** allows a protected characteristic to be taken into account during the recruitment process but only when the candidates are as qualified as each other.

Greenbank urges trustees, staff, volunteers and service users to be aware of the less obvious types of discrimination which result from general assumptions and pre-conceptions about the capabilities, interests and characteristics of individuals.

Policy statements

Diversity and Inclusion

Greenbank actively encourages diversity and inclusion to maximise achievement, creativity and good practice and to bring benefit to individuals and Greenbank.

Greenbank encourages all people it works with and for to contribute to an environment in which people are comfortable expressing what they think and what they need, knowing

they will be treated with respect and that their contribution will be valued. However Greenbank will challenge ideologies that support terrorism and violent extremism.

The way we work, train and learn within Greenbank reflects both the Mission and Objectives of Greenbank and the spirit and intentions of legislation that outlaws discrimination and promotes equality diversity and inclusion.

Greenbank will consider making reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to trustees, staff, volunteers and service users to ensure they are able to take a full and active part in Greenbank's work.

Greenbank will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.

Equal Opportunities

Greenbank is an equal opportunities employer and provider of services. No job applicant, trustee, member of staff, volunteer and service user should receive less favourable treatment on the grounds of: Age, Disability, Gender Reassignment, Race, Religion or Belief, Sex, Sexual Orientation, Marriage & Civil Partnership and Pregnancy & Maternity. Also, due regard for marriage or civil partnership status.

Nor will such persons be disadvantaged by conditions or requirements which cannot be shown to be justifiable. This principle applies to recruitment and selection, promotion, transfer, training, benefits, facilities, service provision, procedures and all terms and conditions of employment.

Aims and Objectives

The aims and objectives of the Equality Diversity and Inclusion Policy are:

- Promote and celebrate diversity
- Ensure equal access to employment, education and services
- Create environments free from harassment and discrimination
- Embed equality and inclusion in teaching, learning and assessment
- Narrow achievement gaps
- Ensure employment and progression are based on merit
- Promote accessibility across all premises and services

Complaints and Enforcement

Individuals who believe they have been treated unfairly may raise concerns through:

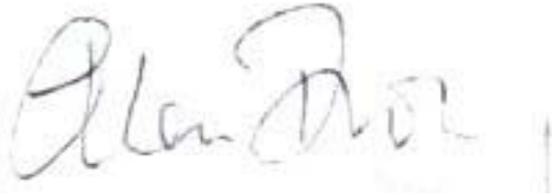
- The Grievance Procedure (staff and volunteers)
- The Complaints Procedure (learners and service users)
- The Chief Executive or Chair of Trustees (applicants or serious concerns)

Breaches of this policy may result in disciplinary action or termination of engagement.

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Agreed by Greenbank Board of Trustees

A handwritten signature in black ink, appearing to read "Alan Irving". The signature is written in a cursive style with a vertical line at the end.

Dr Alan Irving, Chairman