



The Westminster
Specialist College

2022/2023

Equality and Diversity Policy

Approved by Board of Governors on:	15/12/2022
Signed by Chair of Governors:	P Coldicott
Head of College:	O Flowers
Lead Personnel:	O Flowers
Date of Review:	15/12/2024

Introduction

The Westminster Specialist College is committed to providing services that embrace diversity and provide equality of opportunity. We recognise, value and promote the positive contributions that are made by our students in contributing to the direction of the service they receive and the college itself.

The College is aware of its obligations under The Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

The College recognises the value of a diverse workforce and the benefits that this can bring to the service delivery to our young people and the operation of the college as a whole.

The College is determined to ensure that these values underpin our everyday practice; our support to young people; our respect for colleagues; and our presence and work within the local community.

The College will not tolerate discrimination of any sort directed at our students, staff or volunteers. Direct or indirect behaviours that are intended to bully, harass, isolate or victimise others for reasons associated with individual differences will not be tolerated.

Principles

- We will listen to the varying views of staff and seek to understand their perspectives.
- We will respond promptly where concerns relating to the values of this policy are raised.
- We will be respectful, honest and open in all our interactions with staff and students
- We will be honest and open about the diversity of our workforce.
- We will involve staff and students in resolving issues; always encouraging informal resolution where appropriate in order to maintain engagement and positive working relationships.
- We will continue to promote a positive culture throughout, where opinions are welcomed; differences embraced; and where equality, diversity and respect are core values placed at the centre of all our activities.
- We will ensure the highest possible standards are achieved in service delivery and employment practices.
- A commitment to this policy and its principles is expected from everyone who works for us; alongside us; or is engaged with us in any way.

Promoting Equality & Diversity

We will ensure that no person or groups of people suffer detriment in recruitment; promotion; development; exit from the College; with access to training, facilities or other benefits, or will endure discriminatory behaviour in their everyday work or learning.

We will work towards a culture where discriminatory behaviour is routinely challenged in a respectful and constructive manner so that the person displaying such behaviour has an

opportunity to correct this. If they are unwilling to correct their behaviour or if the behaviour is considered to be of a serious or detrimental nature, then disciplinary action should result.

All complaints of discrimination; bullying; harassment; victimisation; intolerance; or lack of respect for individuals will be fully investigated.

General Standards of Behaviour

Everyone is expected to conduct themselves in a considerate manner at all times. We will not tolerate behaviour such as:

- Bullying; harassment or victimisation
- Psychological or emotional abuse
- Physical violence
- Shouting or swearing
- Rudeness
- Isolating, ignoring or refusing to work or communicate with certain individuals – whether intentional or otherwise
- Telling offensive or potentially offensive jokes or name calling
- The display of offensive material such as pornography or sexist/racist cartoons
- Lewd gestures or remarks
- Distribution of offensive or potentially offensive material by any means including email or text messaging

We are all responsible for our own behaviours and therefore, for considering the impact that our behaviours may have on others. It is the impact of the behaviour (i.e. how your behaviour affects someone else) rather than the intent that is of paramount importance. It is not acceptable to justify our actions by either denying; inferring others are overly sensitive or by saying we did not intend any offence to be caused.

Responsibilities

We believe it is the responsibility of everyone involved with The Westminster Specialist College to uphold strong working practices.

Everyone involved with us has a duty to:

- Promote equality & diversity in the delivery of services
- Undertake training or development about equality & diversity issues
- Ensure that everyone associated with us is treated in a non-discriminatory manner
- Promote a welcoming environment in which individuals from all backgrounds feel welcome, valued and respected
- Act in a respectful and tolerant manner at all times
- Challenge any behaviour that could be considered as unfair or discriminatory, or raise such issues with your line manager if you feel unable to challenge it
- Be clear about what is expected of us in terms of our behaviour and conduct towards others
- Be a positive role model and set positive examples in everything we do
- Listen to and respect others, and do not dismiss their concerns as trivial

What to do if you are concerned or feel you have been discriminated against

If you believe that you have been subject to bullying, harassment, discrimination or victimisation of any kind then you should discuss this with your line manager to try to resolve the matter. If this does not resolve the issues (or you don't feel you can approach them) then you should discuss it with the Head of College or the Designated Safeguarding Lead.

If the issues are unable to be resolved informally then you should raise your concerns as a grievance, referring to the Grievance procedure.

Where we have formed a reasonable belief that this policy has been breached and/or acts of discrimination, harassment or victimisation have occurred then such issues will be managed by the College's Disciplinary Policy

