



Equality, Diversity and Inclusion Statement

POLICY DOCUMENT 12	
Title	Equality, Diversity and Inclusion Statement
Approved by	Board of Trustees
Date approved	31 August 2023
To be reviewed	Every three years; on legislative changes; in the event of a serious incident
Review history	14 April 2020, 21 April 2017
Owner	Chair of Trustees
Where to be published (website/private)	Website

1.0 Our vision

Self Managed Learning College (SMLC) strives to foster a welcoming and respectful environment, which encourages all colleagues and stakeholders to question and challenge discrimination and inequality. We recognise that there are similarities and differences between individuals and groups but we ensure that our differences do not become barriers to participation in all aspects of SMLC life. We will build on our similarities and seek enrichment from our differences, thereby promoting understanding and learning within SMLC and local communities. We seek to learn free from harassment and confrontation and seek to resolve conflicts peacefully.

2.0 Aims of this Statement

We promote understanding and learning between and towards others to create cohesive communities where everyone feels a sense of belonging. We welcome our equality duties as set out in the Equality Act 2010 and seek to involve the whole SMLC community in order to ensure better outcomes for all. We work to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

3.0 Policy Statement

We understand that it is unlawful to discriminate against anyone, for example student, prospective student or a Learning Adviser/volunteer by treating them less favourably if they have protected characteristics:

- age (Learning Advisers only)
- sex
- race
- disability (physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities)
- religion or belief or no belief
- sexual orientation
- gender reassignment
- pregnancy or maternity
- marriage or civil partnership (tutors only)

SMLC does not discriminate on the grounds of gender, disability, age, sexual orientation, marital status or racial, ethnic or national origin. We expect everyone involved throughout SMLC to:

- Respect and promote equal opportunities for all people
- Encourage harmony and understanding in society
- Recognise and oppose all forms of prejudice and discrimination
- Remove both outward and hidden discrimination
- Enable differences to become positive and enriching attributes
- Develop each person's skills to the highest possible level
- Promote an environment where all can share equally in the opportunities offered
- Help students to learn acceptance and tolerance
- Enable students to communicate confidently without fear or prejudice

4.0 Disability

It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability or for employees so that they can deliver their goals and objectives. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, SMLC has an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

5.0 Equal Opportunities for Tutors/Volunteers

We are committed to ensuring that individuals will be treated fairly and we require all tutors, volunteers, contractors and visitors to act in accordance with the legislation and the values set out in this policy.

However, SMLC will consider any possible indirectly discriminatory effect of its standard operating practices and procedures, when considering requests for variations to these standard operating practices and will refuse such requests only if SMLC considers it has good reasons, unrelated to any protected characteristic, for doing so. SMLC will comply with its obligations in relation to statutory requests for contract variations. SMLC will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

Responding to Equality-Related Incidents

Any equality-related incidents or complaints will be dealt with following the procedure laid out in our Complaints policy or for employees via our Disciplinary process.