



BUXTON TRAINING ENTERPRISES LTD
EXCELLENCE THROUGH EDUCATION AND EXPERIENCE

EQUALITY AND DIVERSITY POLICY

Policy Statement

Buxton Training Enterprises Limited (BTE) is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse community brings to the organisation. We believe that all staff have equal value and are entitled to equality of opportunity. Barriers which could lead to unequal outcomes for different groups should be identified and tackled to ensure that everyone has the opportunity to progress.

We believe that equality should permeate all aspects of BTE and is the responsibility of every member of the organisation. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with BTE's disciplinary policy. The policy encompasses the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

At BTE we recognise that equality of opportunity is a fundamental right and we have set out the **following objectives** in order to achieve this:

- To develop an ethos which respects and values all people.
- To ensure that the wider curriculum makes explicit and implicit provision to promote and celebrate diversity and actively challenges stereotypes and prejudiced attitudes.
- To prepare students for life in modern Britain.
- To have high expectations of behaviour which demonstrates respect to others.
- To eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation and other oppressive behaviour.
- To take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics.
- To make reasonable adjustments within the resources available to remove barriers which limit or discourage access to BTE provision and activities.

Policy produced: September 2016

Policy reviewed: September 2017, 12th September 2018, 24th September 2019, 28th September 2020, 30th September 2021, 3rd October 2022.

Policy to be reviewed: September 2023

Review date:

- To promote good relationships amongst people within BTE and the wider community within which we work.
- To monitor the implementation of equality and diversity within BTE.
- To ensure that recruitment and selection procedures and practices within BTE are open and transparent and ensure that fair and equal selection criteria is applied.

Responsibilities and accountabilities

The Executive Board are responsible for:

- Making sure BTE follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality.

The Head teacher is responsible for:

- Giving a consistent and high-profile lead on equality and diversity.
- Ensuring policies and procedures are in place to comply with all equality legislation.
- Ensuring that BTE implements its equality and diversity policies and codes of practice.
- Ensure staff have access to appropriate and relevant CPD in relation to equality and diversity.

All staff (teaching and non-teaching) are responsible for:

- Promoting equality and diversity and avoiding unfair discrimination.
- Actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors.
- Keeping up-to-date with equality policy and participating in equal opportunities and diversity training.

Students are responsible for:

- Respecting others in their language and actions
- Obeying all of BTE equality and diversity policies and codes

Policy development

BTE will:

- Liaise with staff to ensure procedures are in line with regulations.
- Create any new policies with the Directors endorsement.

Training and education

BTE will:

- Understand training needs and organise training of all staff where necessary.

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Review date:

- Integrate diversity into training and development programmes.

Communication and consultation

BTE will:

- Establish key lines of communication across BTE through consultation with staff.
- Ensure that communication imagery and graphics are inclusive.
- Ensure that communications reinforce inclusive messages.