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# Equality and Diversity Policy

BML College, Birmingham, United Kingdom

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Policy authorised by Responsible Officer Nov 2018

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## I. Introduction

The Equality Act 2010 became law on 1st October 2010. The Act introduces common definitions of discrimination. The nine 'protected characteristics' under the Act are:

- Age
- Disability
- Gender
- Race
- Gender reassignment (people undergoing gender reassignment or who are trans-gender)
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sexual orientation (gay, lesbian, bisexual and heterosexual orientation)

Students and staff must be protected from discrimination and harassment on these grounds. The Act also protects against discrimination by association and perception, e.g. a partner or carer of someone with a protected characteristic should also be protected from discrimination and harassment.

BML College UK is fully committed to promoting, maintaining and supporting equality and diversity in all aspects of its work. BML College UK aims to create an environment where all



individuals have the opportunity to achieve their full potential and gain a feeling of self-esteem and respect for and from all others. The College expresses its opposition to all forms of inequality and discrimination. This Equality and Diversity policy is the principal policy for equality, diversity and social inclusion for BML College UK.

## 2. Objectives

Following are our objectives.

- 2.1 To eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- 2.2 To advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- 2.3 To foster good relations between people who share a protected characteristic and people who do not share it.
- 2.4 To remove or minimise disadvantages suffered by people due to their protected characteristics;
- 2.5 To meet the needs of people with protected characteristics; and
- 2.6 To encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

## 3. Intent

- 3.1 Every staff member, every student, any individuals or organisations contracted to BML College, any students and staff working on placement outside BML College UK have an implied duty under their contracts to comply with the requirements of this policy.
- 3.2 Through its recruitment, selection and admission procedures, BML College UK will seek to ensure that it supports equality and diversity in all aspects of education and employment, so that the student body, workforce and Corporation reflect the diversity of the communities we serve.

- 3.3 BML College will seek to achieve equality for all students and to engage all learners, irrespective of their cultural background in all aspects of teaching, learning and support. It is committed to the attempt to 'narrow the gap' where students from one diversity strand achieve less well than those from other strands.
- 3.4 BML COLLEGE is committed to achieving equality for all staff in training, career development, promotion and reward, and will support staff to help them maximise opportunities to promote equality and diversity.
- 3.5 Any form of unfair discrimination against students or staff will be tackled effectively and with the aim of preventing such discrimination from occurring again in future.
- 3.6 Teaching materials and methods, and all forms of general communication with students will strive to be sensitive to different cultures and will seek to promote Equality and Diversity and foster good relations between people from different groups.
- 3.7 BML COLLEGE will support where possible efforts to rehabilitate ex-offenders. However, BML COLLEGE reserves the right to refuse such applications where it is concluded that admitting the individual concerned poses a danger to other students or staff or an unacceptable level of corporate risk. Applications to College courses from ex- offenders will be considered via a review panel making recommendations to the Principal.
- 3.8 Opportunities will be sought to extend the influence of BML COLLEGE's Equality and Diversity good practice to parents, Higher Education institutions and other partner organisations, employers with whom we work, the local community, and the FE sector generally.

#### 4. Implementation

- 4.1 Implementing equal opportunities is an ongoing process that will be regularly reviewed by BML COLLEGE's Senior Leadership Teams and the Equality.



- 4.2 All staff will be made aware of the Equality and Diversity Policy during the induction process. Additional training will also be conducted for staff during whole College training days.
- 4.3 The Senior Leadership Teams will review all policies and procedures to ensure that a commitment to equality and diversity is continually evident.
- 4.4 College marketing and support materials will seek to encourage applications and enquiries from all areas of the community, reflecting the ethos of this Equality and Diversity Policy.
- 4.5 BML COLLEGE aims to provide support services during enrolment and on programme to help in the identification of additional student support needs where necessary.
- 4.6 Equality and Diversity training, advice and guidance and support will be provided to ensure that all staff, students understand their duties and obligations in law.
- 4.7 BML COLLEGE will protect the confidentiality of disclosure of sensitive matters related to equality and diversity. If information needs to be shared, for example on the grounds of health and safety or criminal law, care will be taken to share only what is necessary and to record what was shared, with whom, and why.
- 4.8 BML COLLEGE will neither promote, nor permit the promotion of any one religious faith or culture. All individuals will be expected to adhere to College policies, rules and regulations, regardless of their personal faith or religion. Whilst BML COLLEGE resources exist primarily for the delivery of learning activities; arrangements will be made, where this is practicable, for staff or students to carry out essential religious observance.
- 4.9 Dedicated facilities cannot be provided for particular faith groups. It will be at the discretion of BML COLLEGE whether lettings arrangements can be entered into with external faith based organisations. Arrangements will not be entered into where such an organisation seeks to promote others to its cause and where the event or activity is barred to those of different faiths or no faith.



## 5. Complaints

- 5.1 Staffs and students who believe they have not been treated in accordance with the Equality and Diversity Policy may wish to make a complaint. This may be made either informally or formally in accordance with the BML College Complaint Policy/Human Resources Policies and Procedures.
- 5.2 The Senior Leadership Teams and Heads of School/ (Senior) Curriculum Managers are responsible for dealing with complaints under this Policy. While it may be appropriate to deal with a complaint informally, it must be noted that any breach of the Equality and Diversity Policy may be grounds for disciplinary action under the Student/Staff Code of Conduct and Student/Staff Disciplinary/Capability Policy.

## 6. Monitoring

- 6.1 BML COLLEGE will conduct comprehensive and effective monitoring of all aspects of the Policy, both on an ongoing basis and as education and employment policies and practices change. Benchmarking data will be sought for monitoring gender, ethnicity, age and disability.
- 6.2 The Senior Leadership Teams will receive data which will inform the planning process and the implementation of this Policy.
- 6.3 Monitoring will be undertaken in accordance with best practice recommendations, particularly from the following bodies:
- 6.4 BML COLLEGE will monitor the implementation of this Policy as part of annual training activities, through staff and student focus groups and staff exit interviews.
- 6.5 An annual report on equality and diversity matters will be prepared and submitted to the Corporation.

## 7. Promotion of Equality and Diversity

- 7.1 BML COLLEGE will promote its equality and diversity policies and practices to staff through training, development and the induction programme for new staff.



7.2 All students will receive a briefing on equality and diversity during induction. Additional guidance will be available through BML COLLEGE's tutorial programme.

7.3 Copies of this policy will be made available on College website and intranets.

7.4 All College Policies will be required to promote and make appropriate reference to equality and diversity matters where appropriate.

## 8. Review

8.1 This policy will be reviewed on a regular basis in accordance with legislative and educational developments.

## 9. Useful contacts

For more information please visit our website [www.bmlcollege.com](http://www.bmlcollege.com). Alternatively, call at: +44 (0) 757 734 0 724 or email at: [info@bmlcollege.com](mailto:info@bmlcollege.com). Or visit us at; BML Centre for Higher Education, Morgan Reach House, 1st Floor, 136, Hagley Road, Birmingham, B16 9NX, United Kingdom.

## End of the Policy



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