Equality, Diversity and Inclusion Strategy

Our Commitment to an Inclusive Environment

BCoT is committed to creating an inclusive environment free from discrimination for staff, students, and all members of the college community. Our approach to equality, diversity, and inclusion (EDI) is central to our ethos and values and is woven into all aspects of college life. We recognise that a diverse community enriches learning, drives innovation, and prepares our students for success in a complex, globalised world.

We actively work to challenge discrimination, prejudice, and harassment in all their forms, in line with the Equality Act 2010. This goes beyond legal compliance; it is about creating a culture where difference is celebrated and mutual respect is the norm.

Core Principles and Definitions

- **Equality**: We strive to ensure that everyone has equal opportunities and fair treatment, regardless of their background or protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).

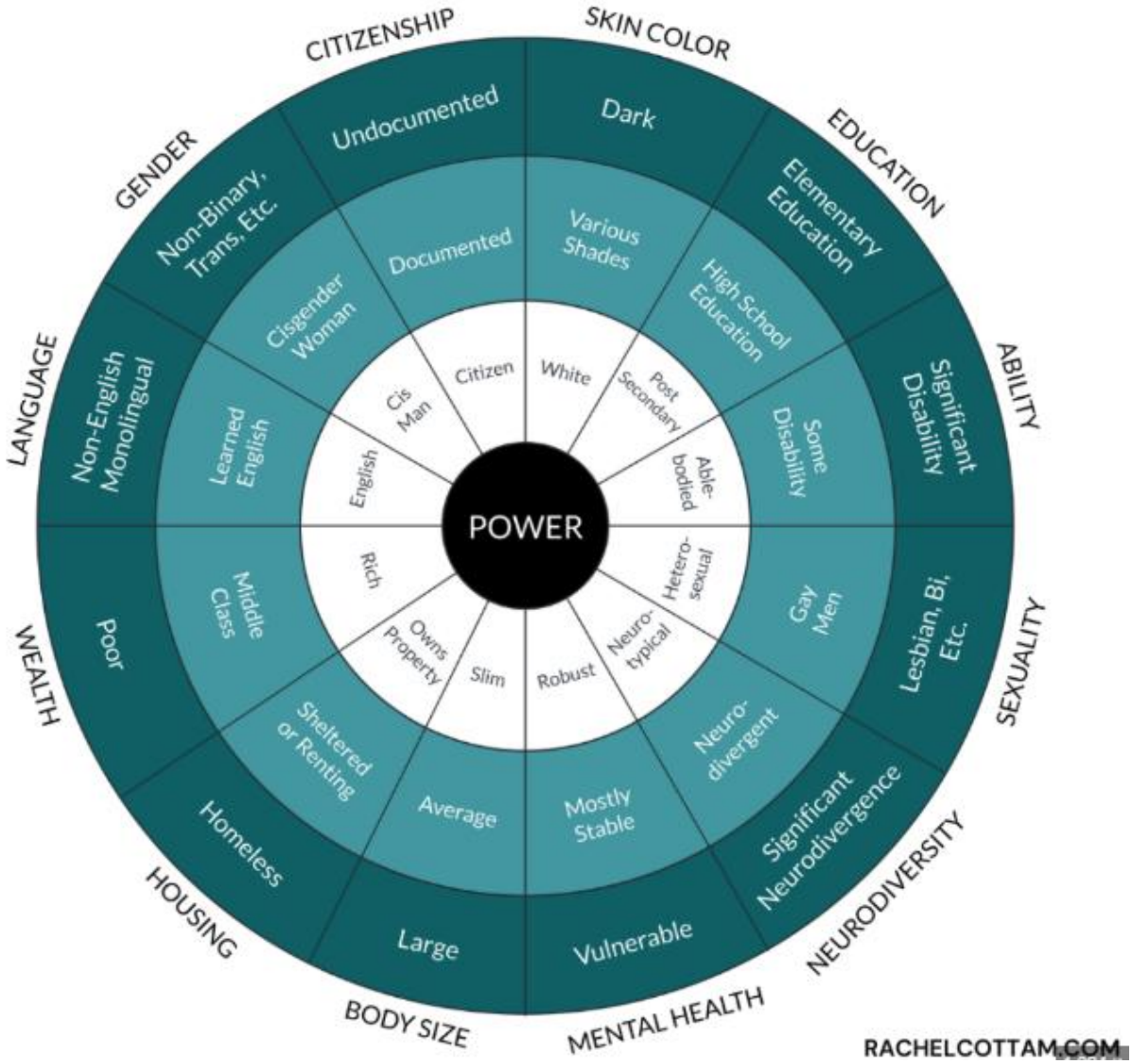
- **Equity**: In an effort to promote equity, we recognise that not everyone starts from the same place. We will proactively identify and address barriers, providing tailored adjustments and support to ensure all individuals can participate and succeed on an equal footing. This might involve adapting our teaching methods, providing additional resources, or making changes to our physical environment.

- **Diversity**: We value the rich tapestry of differences within our community including, but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, socio-economic status, neurodiversity, cultural background and lived experiences. We actively celebrate these unique perspectives and ensure they are represented and heard. We take seriously our commitment to ensuring all those who join our community are supported to

have an understanding of the cultural, social and intellectual impact they each have on our College.

- **Inclusion**: Inclusion is the active process of creating an environment where all individuals feel welcomed, respected, valued for who they are and safe. It is about building a culture where individuals feel they belong. We will empower students and staff to contribute, ensuring they have equitable access to opportunities, resources, and participation in all aspects of college life. This will be embedded throughout all our work.

The Wheel of Power and Privilege



Commitment to Diversity

The college actively promotes and celebrates the diverse backgrounds and identities within its community.

- **Anti-Discrimination**: BCoT is dedicated to eradicating discrimination, prejudice, and harassment in all its forms.

- **Inclusive Environmen**t: The policy aims to create a positive, welcoming, and respectful environment for both students and staff.

- **Legal Compliance**: The policy aligns with the requirements of the Equality Act 2010, which prohibits discrimination based on protected characteristics.

- **Promoting Equality of Opportunity**: The college strives to ensure that everyone has the opportunity to succeed and develop their potential.

- **Holistic Approach**: Equality and diversity are integrated into various aspects of college life, including recruitment, services, and the overall student experience.

- **Community Involvement:** The success of the policy relies on the collective effort of the entire college community, including students, staff, and governors.

- **Staff Training**: Staff receive training on equality diversity, and inclusion to ensure they understand and uphold these principles in their work with students and colleagues.

Teaching and Learning

- **Curriculum Design**: We will embed EDI into all curricula, not just as a standalone topic. This means ensuring our subjects reflect diverse perspectives, histories, and contributions, preparing students for a diverse society and workforce.

- **Inclusive Pedagogy**: Our staff will use a range of teaching and assessment methods that are accessible and responsive to the diverse needs of our students, including those with special educational needs and disabilities (SEND). We will use differentiated instruction and provide scaffolding to support all learners.

- **Resource Accessibility**: We will ensure all learning materials, digital resources, and physical environments are accessible to all learners.

Behaviour and Attitudes

- **High Expectations**: We maintain high expectations for behaviour and conduct from everyone in the college community. Our code of conduct will explicitly address and prohibit all forms of discrimination, bullying, and harassment.

- **Empowering Students**: All students are expected to respect the dignity and rights of others and contribute to an inclusive and supportive community. We will equip them with the skills and confidence to challenge and report discriminatory behaviour and become advocates for inclusion. We will create a culture where bystanders are empowered to act, not just observe.

- **Sense of Belonging**: We will proactively measure and monitor students' and staff's sense of belonging through regular surveys, feedback mechanisms, and focus groups. This feedback will directly inform our strategy.

Personal Development

- **Enrichment and Events**: We will run a programme of events and activities that genuinely celebrate diversity and promote understanding of different cultures, faiths, and identities. The purpose of these events will be to ensure learners and staff develop a greater awareness of key issues that relate to the protected characteristics and beyond. This will include working with external partners and community leaders who can offer authentic perspectives.

- **British Values**: We will promote British Values—democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs—in a way that is integrated into the curriculum and college culture, helping students understand their role as active citizens in a diverse society.

- **Holistic Support**: Our support services (including ALS, wellbeing, and counselling) will be promoted widely and will be responsive to the diverse needs of our student population. We will ensure all staff are aware of how to refer students to the appropriate support.

Leadership and Management

- **Accountability**: Senior leaders and governors are accountable for the effective implementation of this strategy. They will allocate resources to support initiatives related to inclusion and regularly review and evaluate the policy's effect.

- **Professional Development**: All staff, including senior leaders, will receive regular, high-quality, and ongoing training on EDI. This will include sessions on unconscious bias, inclusive leadership, and creating an anti-racist and anti-discriminatory environment.

- **Data-Informed Decisions**: We will collect and analyse data on student and staff demographics, retention, and achievement to identify and address any disparities. This data will be used to target resources and interventions where they are most needed.

- **Student and Staff Partnership**: We will establish formal and informal channels for students and staff to provide feedback and contribute to the development and review of this policy. Our students and staff will play a key role in driving change.

Holistic Support for Learners

We are dedicated to ensuring every learner can fully participate in college life and achieve their potential. We provide a comprehensive range of support services designed to meet diverse needs and remove barriers to learning and well-being. These services include:

- **Academic and Learning Support**: Tailored assistance through our Additional Learning Support (ALS) team to help students with specific learning needs.

- **Health and Well-being**: A dedicated well-being service offering guidance, strategies, and confidential counselling to promote positive mental and physical health.

- **Financial and Welfare Advice**: Support with bursaries, financial hardship, and welfare matters to ensure financial concerns do not impede a learner's education.

- **Community and Spiritual Spaces**: Access to catering facilities, including free meals, and designated prayer facilities to accommodate diverse student needs.

- **External Partnerships**: Strong links with external agencies to provide access to long-term specialist support when required.

We actively publicise all support services to ensure every student and staff member knows how to access the help they need.

Implementation and Review

This policy is a living document. We will review its impact annually using feedback from students, staff, and our community. Our success will be measured by the positive changes in our college culture, the absence of discrimination, and the demonstrable progress and success of all members of our community. We believe that by embedding these principles, we can create a college where everyone not only succeeds but thrives.

- **Training & Development**: We equip our staff with the skills to promote inclusion through regular anti-racism training and other personal development sessions.

- **Education & Awareness**: We encourage students to explore and understand EDI through a range of activities and sessions designed to build awareness and respect.

- **Monitoring & Improvement**: We use data on protected characteristics to monitor our progress, identify where we can do better, and ensure all learners have a fair chance to succeed.
- **Accessibility**: We make sure our information and communications are available in accessible formats to reach every member of our community.

- **Collaboration**: We actively partner with students and their representatives to gather feedback and make sure our support and services truly meet their needs.