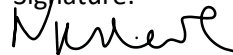# Equality, Diversity and Inclusion Policy

POLICY APPROVAL

Approval Required	Indicate with a tick (✓)		Annual Review Required	Indicate with a tick (✓)	
	Yes ✓	No		Yes ✓	No
Approval Panel	·				
Approved by: Director	Name: James Trowman	Signature:		Date: January 2022	
Approved by: Chair of the Board	Name: Nikki Witham	Signature:		Date: January 2022	
Policy Review Date	December 2022				

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INTRODUCTION

Aspire is focused upon developing a supportive and inclusive working and learning environment which is free from discrimination, where there is mutual respect and equality for all, and where differences are celebrated and respected.

The Equality, Diversity and Inclusion (EDI) policy is set within the context of Aspire's mission, values, behaviours and strategic priorities.

PURPOSE

The EDI Policy sets out the requirements and responsibilities of Aspire for ensuring and advancing, equality for all members of our community in accordance with the Equality Act 2010 and the Public Sector Equality Duty 2011.

The policy promotes positive attitudes to inclusivity and diversity to create an environment where all are able to participate and fulfil their potential. It seeks to ensure that no person is treated less favourably or unfavourably on the grounds of any of the protected characteristics.

SCOPE

The policy covers all aspects of provision and applies to all apprentices, staff and visitors and those contracted to work at, or for, the college including sub-contractors and employers.

KEY RESPONSIBILITIES

A number of groups and individuals have a key role in the development effective and timely implementation of this policy:

ALL MANAGERS ARE RESPONSIBLE FOR ENSURING:

- Their staff have a clear understanding of our approach to EDI, identifying staff development as necessary.
- Bullying, harassment and discrimination are effectively tackled.
- EDI is embedded in all activities.

ALL STAFF

Have a responsibility to give full and active support for the EDI policy by ensuring:

- The policy is understood and implemented.
- Everyone is treated with respect, courtesy and dignity.
- Behaviour not in accordance with the EDI Policy is challenged and acted upon.

GENERAL PRINCIPLES

- Aspire is committed to providing outstanding experiences to all apprentices and stakeholders. To achieve this aim, EDI must be embedded in our culture. EDI priorities are therefore aligned with, and underpin, our strategic and operational planning at all levels.

- Aspire believes that the diversity of its community is one of its most valuable assets. Treating people fairly, with dignity and respect, with an equal right to participate in society, to develop and achieve their full potential, is right and makes good business sense.

- We will comply with our legal responsibilities in carrying out both the general and specific public sector responsibilities.

- We will conduct Equality Impact Assessments on proposed service changes and policies, as a means of identifying any adverse impact and exploring possible solutions to mitigate these.

- Aspire will conduct timely monitoring of all aspects of staff and apprentices. Data is monitored to ensure services and activities are appropriate, sensitive and meet individual needs. The organisation will take measures to protect personal and personal sensitive data, including limiting access and where possible anonymising data taking due regard of data protection principles.

- We will make adjustments for apprentices and staff in accordance with identified needs wherever possible and reasonable.

- Aspire are committed to the development and delivery of a range of training opportunities for staff and apprentices, in addition to a range of resources to support understanding of individual responsibilities.

- We are committed to eliminating discrimination by challenging inequality, prejudice and discrimination whether direct, indirect, by association or by perception.

COMMUNICATION

We aim to ensure that this policy is fully effective and that all members of our community are committed to it. We will increase staff and student awareness of EDI through a range of activities, meetings, workshops and training sessions. EDI will play a key feature in course reviews and self-assessment.

IMPACT MEASURES

This policy will be fully implemented when:

- All members of our community actively and effectively promote equality, diversity and inclusion as a result of effective training and development.
- Data is monitored and leads to relevant actions with participation and achievement gaps narrowing.
- Employee, Employer and apprentice surveys indicate a positive EDI culture.