



EQUALITY & DIVERSITY POLICY

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Lead for Review	Principal/Rector

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OBJECTIVES

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. By

STAFF RESPONSIBILITIES AND AWARENESS

THE PRINCIPAL/RECTOR

- Ensuring all staff and students are aware of this policy and know how to report discrimination, harassment or bullying, and that reporting incidents does not result in victimisation.
- Making sure that the policy and procedures are implemented.
- Taking appropriate action in cases of harassment and discrimination
- Working with the central team to ensure publicity material reflects the diversity of the Colleges' communities.
- Ensuring that staff involved in staff recruitment receive training on equality and diversity matters.
- Making sure that reasonable adjustments are made to enable disabled staff and students to access the working and learning environment unhindered, and in the use of extra-curricular activities and boarding facilities.

ALL STAFF

- Are responsible for making themselves aware of and complying with the Equality and Diversity Policy.
- Are required to set a good example by treating all students, staff and visitors with dignity and respect and challenging unacceptable behaviour.
- Must ensure all incidents of discriminatory treatment, bullying and harassment are reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti-Bullying Policy.
- As required under SENDA 2001, all staff will receive information and guidance on provision for disabled students, as it is recognised that those students may be found in any area of the College.

In accordance with the Special Educational Needs & Disability Act 2001 and the Equality Act 2010 CATS College Cambridge/CSVPA recognises its responsibilities to its staff, in respect of provisions covering disability discrimination, and actively encourages all students with learning difficulties and/or disabilities.

DISABILITY DISCLOSURES

The Colleges are committed to inclusive practices and will make any necessary and reasonable adjustments to accommodate students. We welcome students with disabilities, long-term medical conditions or special educational needs providing that we can offer them the support that they require and/or provided that our site is appropriate for them. However, the chosen College must be made aware of any special educational needs or other disabilities or needs as early as possible in the application process so we can ensure that we can support the student.

As international colleges, we are aware of cultural differences and sensitivities in recognising certain conditions and needs which may not be openly recognised in a student's home country or culture. We may need to assess or re-assess a student on arrival or later if we have reasonable concerns that the student is not able to access the learning environment without additional support structures in place.

If, following the offer of the place, it is discovered that the College has not received full disclosure of information relating to the disability and the College is not able to make the necessary adjustments for those disabilities, then the College may withdraw the offer of a place, or ask the parents to withdraw a student who is already studying.

The Colleges will have due regard to any request by a parent or student to treat the nature or existence of a person's disability as confidential.

ACADEMIC AND CURRICULUM SUPPORT

- All students should have equal access to the curriculum regardless of academic ability. Consequently this policy should be read in conjunction with the Additional Learning Support (ALS) Policy
- Any student with a disability, who, after an assessment by members of the Special Educational Needs staff, is thought to need the assistance of a facilitator, is supplied with one.
- All aspects of teaching are sensitive to, and promote, equality and diversity, including language used, timetabling, delivery methods, materials, group organisation and activities.
- Teaching and learning materials and delivery methods avoid stereotypes and bias, and promote the rich cultural diversity of the student body.

EXAMINATION ARRANGEMENTS

Students who require special arrangements, additional support or extra time during examinations make this request to their Tutor who should then contact the SENCO, who will make the necessary arrangements through the Exam Office.

STAFF TRAINING

We ensure that all staff, including support and administrative staff, receive appropriate training to ensure they are able to fulfil the requirements of this policy.

IMPLEMENTATION, MONITORING, EVALUATION AND REVIEW

The Principal/Rector has overall responsibility for the implementation, monitoring and evaluation of the 'Equality and Diversity Policy'.

This policy will be reviewed at least annually and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice.

RELATED COLLEGE POLICIES

- Admissions Policy
- Anti-bullying Policy
- Safeguarding Policy
- Student Behaviour Policy
- Disability Access & Accessibility Plan
- Additional Learning Support (ALS) Policy
- PSHE & Personal Development Policy
- Transgender Policy

RELATED STAFF POLICIES

- Dignity at Work Policy
- Disciplinary Policy
- Equality and Diversity Policy
- Grievance Policy
- Investigation Policy