

Swanmore College of Technology

Equality and Diversity Policy

Policy Statement:

The college is committed to creating an environment where there is mutual respect and equality of opportunity for pupils and staff and all members of the Swanmore Community.

Equality at Swanmore College of Technology means that we provide an accessible and supportive educational experience for all. Our commitment to our pupils and staff, and our expectations of them, is based on the rich diversity of the communities we serve.

To achieve the above premise, we aim at all times to:

- Consistently promote learning to people in our community.
- Engage in inclusive learning and take positive steps to promote equality of opportunity and to enable all people to participate in learning regardless of gender, race or disability.
- Ensure teachers are vigilant for signs that some pupils may need additional support and there are a number of programmes available to assist individual learners who require specific additional learning support. (Such individual support is implemented and monitored for effectiveness, and amended as required throughout the learning process.)
- Reflect the diversity and requirements of the local community.
- Have fair and appropriate systems for the recruitment and selection of pupils.
- Have fair and appropriate systems for the recruitment and appointment of staff.
- Make sure pupils are aware of how they should treat other people and the college's expectations of their behaviour.
- Eliminate prejudice/discrimination and promote positive attitudes between and towards all groups of people.
- Actively seek the views of the college community and act on these views as appropriate.
- Encourage participation by disabled persons in public life
- Monitor the participation of staff and pupils by age, gender, ethnicity and disability and strive to remove any barriers to participation
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.
- Ensure Swanmore College of Technology staff and pupils frequently participate in equality and diversity training and activities aimed at skills development and the promotion of equality of opportunity.

- Ensure accessibility planning acknowledges the physical constraints which exist on the site and the college works in liaison with LA and within resource, to ensure appropriate access for people with physical challenges
- Use technology to remove barriers to learning eg voice activated software.

Data Protection Act

In the course of exercising its duties and responsibilities under the Equality and Diversity Process, the college gathers a wide range of information both in its role as an employer and as an education provider. All data is stored and used in accordance with the Data Protection Act.

As an Education Provider

Swanmore College of Technology collects data and information on the retention, success and achievement of learners. It also holds information regarding any disclosed disability. The parents/carers of all learners are asked to complete a medical form as part of the enrolment process and can provide additional information, which will signal any disability they wish to disclose. This information is available to key members of staff. References and reports from schools are also held.

The college gathers and publishes information on the impact of the delivery of its functions and services. This includes exam results, inspection results and Equality & Diversity Reports. Data is analysed by those with a disability and those without. Data can be looked at in more detail when it appears there might be inequality in progress or performance.

Information related to equality and disability is also gathered through tools such as Parent/Student Questionnaires. This information is evaluated and used to inform Equality & Diversity Reports and action planning.

Monitoring

The Management Team monitors data related to equality and analyses it for inclusion in the reports to the Governors. Each report includes a section on disability and recommendations for action.

The college self-assessment process enables senior managers to monitor the progress on equality at department level. Curriculum leaders have access to data related to progress, value-added, retention, success and achievement on a monthly basis..

Using the Information

All information is used in equality reports to identify areas of good practice, areas for improvement and evaluate the effectiveness of our equality policies. Governors identify key points to follow up. The Head Teacher uses the equality reports to inform planning and allocation of resources.

THE COLLEGE IS CURRENTLY REVIEWING ALL OF THE ABOVE IN LIGHT OF THE SINGLE EQUALITY SCHEME (2010)