

1. Document Control

1.1. Document Details

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1.0

INTRODUCTION

Boston College is committed to raising awareness of equality and human rights, promoting diversity and combating all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within our community. This work is regarded as the responsibility of **all** staff, learners, governors, visitors and partner organisations of Boston College. The college is committed to ensuring that all forms of prejudice and unfair discrimination are unacceptable and are challenged and that raising awareness of these standards takes a high profile throughout the organisation. All the College's policies and operational procedures aim to project equality of access and opportunity to all sections of our community.

PURPOSE

This document will act as College policy in our commitments to uphold the Public Sector Equality Duty Mandated by the Equality Act 2010, to ensure all learners (this term includes individuals across all provision types with an active college learning agreement including Apprenticeships), staff and stakeholders are treated with integrity and fairness and that equality and diversity are valued across the organisation. In addition, this document will be reviewed annually to ensure the College is fully compliant with current legislation and new trends within EDI. Implementation of this policy is the responsibility of all staff and this will be monitored and reviewed by the EDI committee.

1. DUTIES

1.1 Duties under the Equality Act 2010

Boston College is fully committed to its Public Sector Equality Duty under Section 149 of the Equality Act 2010. It continues to be ambitious when advancing and embedding Equality and diversity for all learners, staff, stakeholders, contractors and visitors and to challenging all forms of discrimination based on the promotion of fundamental British values.

1.2 In order to fulfil its commitment to promoting EDI across the College, as well as meeting its requirements under the Public Sector Equality Duty, Boston College

relation to the provision of goods and services.
Victimisation –

4.2 Equality, Diversity and Inclusion for Staff Development

All College staff will have equal access to training and development opportunities throughout the induction process and staff development programmes. Staff will also be made aware of the EDI Policy through mandatory training. In addition, staff development will support and facilitate good practice in embedding EDI objectives. To facilitate opportunities for all, information and publicity concerning training opportunities will be widely available to all staff.

4.3 Equality, Diversity and Inclusion for Recruitment and Selection of Staff

College employees will not discriminate unfairly and illegally, directly or indirectly, in making selection decisions. As such:

All staff are trained in Equality, Diversity and Inclusion and at least one member of every interview panel has online Safer Recruitment training.

All applications will be assessed according to clear pre-stated criteria which will be both objective and job related.

Any applicant who is classified as having a disability will be given the opportunity to discuss ways of

APPENDIX A

PROTECTED CHARACTERISTICS – LIST AND DEFINITIONS

1. AGE

A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).

2. DISABILITY

