



Equality, Diversity and Inclusion Policy

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March 2024	Vice Principal (Education)	March 2026

1. Purpose

KLDC Sixth shall ensure that the whole KLDC community, and people who have contact with KLDC Sixth are treated in a way that conveys equality, diversity, and inclusion in all its activities. This policy sets out the KLDC Sixth commitment to equality, diversity, and inclusion, both as an employer and as a service provider, and supports the development of inclusive and supportive learning and working environments for all students and colleagues where all individuals have the opportunity to fulfil their potential.

2. Legislation

- 2.1 The Equality Act 2010 consolidates previous equality legislation into one Act, which protects staff, students, and recipients of services from unlawful

discrimination, harassment, and victimisation on the basis of certain characteristics: Gender, Age, Disability, Gender identity, Race, Religion or Belief, Sexual Orientation, Marriage and Civil Partnership (in employment only) and Pregnancy and Maternity.

2.2 The public sector equality duty set out in the Equality Act 2010 requires public bodies, in the exercise of its functions, to have 'due regard' to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

2.3 KLDC Sixth have also adopted the International Holocaust Remembrance Alliance's (IHRA) working definition of antisemitism:

"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

3. Policy Statement

3.1 KLDC Sixth will treat colleagues and students with respect and dignity and provide a working and learning environment free from unlawful discrimination, harassment, or victimisation. To this end, within the framework of the law and best practice, KLDC Sixth is committed, wherever practicable, to employing a workforce and recruiting students which reflect the local community.

3.2 KLDC Sixth aims to foster and encourage the learning and personal growth of all its colleagues and students in a welcoming, accessible, and stimulating environment, promoting and celebrating diversity. The KLDC Sixth will strive to create an open, disciplined, and caring community by emphasising the personal achievement of every student and staff member.

- 3.3 No colleague or job applicant, student, or course applicant, will be disadvantaged or treated less favourably because of conditions or requirements which cannot be reasonably justified. Appropriate action will be taken to ensure that individuals are treated equally and fairly.
- 3.4 KLDC Sixth will not tolerate any form of behaviour or activity that discriminates on the grounds of sex, race, age, disability, sexual orientation, gender identity, pregnancy, and maternity, being married or in a civil partnership, religion, or belief. Such acts will be dealt with as misconduct under KLDC Sixth's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- 3.5 KLDC Sixth will ensure that reasonable adjustments are made, as appropriate, to enable disabled colleagues and students to overcome substantial disadvantage in the working and learning environment.
- 3.7 The KLDC Sixth facilitates colleague and student networks to support certain groups.

4. Implementation of Policy

The Vice Principal (Education) at KLDC Sixth oversees the operation of the Equality and Diversity policy, though recognises that each member of staff and student needs to comply with these behaviours.

5. Responsibilities

- 5.1 The Vice Principal (Education) is responsible for ensuring that:
- KLDC Sixth's strategic plan includes a commitment to equality
 - Equalities training is built in to CPD

- Staff are aware of the statutory responsibilities in relation to equality, diversity, and inclusion as an employer

5.2 The senior team are responsible for taking the lead in creating a positive, inclusive ethos that challenges inappropriate or discriminatory behaviour in relation all protected characteristics on the part of managers, colleagues, and students. They are responsible for ensuring that:

- they are aware of KLDC Sixth's statutory duties in relation to equality, diversity, and inclusion
- all aspects of KLDC Sixth policy and activity are sensitive to issues of all protected characteristics
- the procedures for the recruitment of colleagues and students, and the promotion of colleagues, demonstrate best practice in equal opportunities
- all publicity materials present appropriate positive and non-stereotypical messages about people from diverse backgrounds
- appropriate learning and development is provided to support the appreciation and understanding of diversity.

5.4 Colleagues are responsible for ensuring that:

- they are aware of the college's statutory duties in relation to equality, diversity, and inclusion
- they may challenge or report inappropriate behaviour by students, work placement providers, outside contractors or other colleagues
- KLDC Sixth, and each of its individual colleagues whenever practicable, confront or report discrimination on the grounds of equality, diversity, and inclusion whether intentional or unintentional including any that occurs on social media, whenever it occurs
- All colleagues should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow colleagues, customers, suppliers and the public.

- 5.5 The Vice Principal (Education) is responsible for ensuring that fair and adequate arrangements exist for both effectively handling and recording all aspects of the employment relationship, including recruitment and selection. Colleagues should be encouraged to inform the Vice Principal (Education) or their line manager of any instances of discrimination, so that all allegations are investigated.
- 5.6 The Vice Principal (Education) will be responsible for ensuring that fair and adequate arrangements exist for both effectively handling and recording all aspects of the student experience, including recruitment. Students should be encouraged to inform their tutor of any instances of discrimination, so that all allegations are investigated.
- 5.7 Disciplinary action will be taken against any colleague who does not comply with these requirements.

6. Learning and Development

- 6.1 The responsibilities in relation to equality, diversity and inclusion will be positively incorporated into learning and development at all levels.
- 6.2 KLDC Sixth will make opportunities for training, development, and progress available to all colleagues, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- 6.3 This commitment includes training for colleagues about their rights and responsibilities under the equality, diversity, and inclusion policy. Colleagues are required to conduct themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.

8. Monitoring

- 8.1 The effectiveness of the employment policies and practices of KLDC Sixth will be monitored. In particular, records of the gender, marital status, age, sexual orientation, gender identity, religion or belief, ethnicity and disablement of employees, job applicants and students will be kept. Monitoring will be in compliance with the Data Protection Act 2018 and the General Data Protection Regulation.

8.2 The Vice Principal (Education) will produce an annual equality, diversity and inclusion report together with recommendations for improvement. This report will be evaluated by the Senior Leadership Team and will be published accordingly.

9.0 Review and Consultation

9.1 This policy will be made available to all colleagues and students and will be reviewed on a regular basis in accordance with legislative developments and within the guidelines of good practice at KLDC Sixth.

9.3 As part of the review KLDC Sixth will seek and consider the views of stakeholders including students, work placement providers, and appropriate equality bodies.

10.0 Links to other policies:

This policy should not be read in isolation but cross-referenced with all relevant KLDC Sixth policies.