

EQUALITY AND DIVERSITY

Equality

At Croydon College Group we are proud of our diverse staff and student community, we promote and celebrate inclusion and recognise diversity as a key strength. We value and respect everyone who studies and works at our College and are committed to supporting students and staff to achieve great things. We will actively seek views from students and staff, creating an environment where everyone is treated with respect, feels listened to, and valued for their contribution. The diversity of our College community is a key strength of our organisation and by ensuring our students and staff are heard, respected and involved in decision making we enhance our students' experience and make our College an even better place to study and work. We are working with National Centre for diversity to embed the FREDIE values (Fairness, Respect, Equality, Diversity, Inclusion and Engagement).

Equality commitments

- We value all our students and staff as individuals with a unique set of characteristics
- Our FREDIE values are at the heart of our approach to students and staff
- Our College treats all people fairly and operates with the principles of, respect, care and consideration
- Equality of access, treatment and services for all students and staff.

Diversity commitments

- We recognise that everyone is unique
- Our College community is diverse, we continue to enhance our culture of inclusion, increasing the diversity of our College community, recognising that in doing so we enhance our students' experiences and make our College an even better place to study and work
- Our curriculum celebrates the diversity of our community
- Our ways of working are focused on inclusion and harness the power of our diversity.

Inclusion commitments

- Equal access and opportunities to all. We do not tolerate discrimination or intolerance
- Collaborative decision making with decisions made at the most appropriate level
- Students and staff are encouraged to be open and honest and know that they will be listened to
- We engage with our staff BEN Network and other staff forums to ensure staff voice is heard
- We are an inclusive College, committed to meeting the needs of our students and staff.

We achieve this by:

1. Promoting and supporting FREDIE as strengths which enrich our College, the experience of our students and the experience of our staff
2. Making sure that this statement is understood and shared with all staff, so that there is a common expectation of how staff are treated and supported in our organisation
3. Fostering a culture throughout the College that promotes these principles and ensures that they are embedded in our policies, processes, practice and decision making
4. Ensuring that these principles are embedded in student admissions and staff recruitment and selection practices
5. Ensuring our approach to FREDIE means that we value and support our differences
6. Bullying and harassment, or discrimination of any kind is not tolerated in our College
7. Committing to a robust analysis of EDI data to identify areas of under-representation, and creating action plans to address these, ensuring these action plans are available and shared with students and staff.

The College's Equalities Statement is published on its website. The College publishes an annual HR report, which includes EDI Analysis and has committed to publish gender and ethnicity pay gap reports annually.

The College has signed up to the Disability Committed Scheme which means that applicants who meet the essential criteria of a post are guaranteed an interview. All staff receive training on equality and diversity with training for new starters and is available on the on-line platform for refresher courses at any time.

Disability statement

The College, at all campuses, seeks to achieve the objectives set down in the Equality Act 2010:

- As part of its accommodation strategy the College regularly updates its access audit. Experts in this field are used as and when required.
- The College uses external advisors as and when required to provide information, advice and guidance to enable the College to arrange appropriate support for students with disabilities.
- There is a list of specialist equipment, such as radio aids, which the College can make available for use by students and a range of assistive technology is available in the learning centre.
- There is an admissions policy for all students with an appeals process.
- The College uses specialist lecturers and support staff to support students with learning difficulties and/or disabilities and other support for learning. There is a programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published in the standard College format.
- Information on access to counselling and welfare services is provided to students together with the Compliments and Complaints and Disciplinary Procedure leaflets at induction.