

EQUALITY AND DIVERSITY POLICY

MISSION STATEMENT

Joseph Chamberlain Sixth Form College is committed to embracing diversity and inspiring all learners to develop the knowledge, skills and understanding to equip them for success in a globally interconnected world.

The College encourages all members of our community to be socially responsible citizens respecting our shared values and individual differences.



1. EQUALITY AND DIVERSITY STATEMENT

- 1.1 Joseph Chamberlain Sixth Form College has *valuing diversity and promoting equality* as one of its core values. These govern the way we work with each other and our approach to all learners and stakeholders.
- 1.2 The College aims to promote equal opportunities for potential and current staff, students, visitors and other stakeholders, and will actively implement all of its equalities policies in order to combat discrimination and to promote good relations between different groups.
- 1.3 We are proud to be located in a city such as Birmingham, and value the diversity of all the communities we serve. We acknowledge and celebrate the different backgrounds, cultures, languages, abilities and beliefs of our learners and staff. The College aims to promote community cohesion, and to provide a safe and harmonious learning environment where everyone feels that they belong.
- 1.4 The College works within the existing legislation relating to equality and diversity, and will take a range of actions each year to ensure it meets its general and specific public sector duties. We are opposed to, and will tackle, any harassment and all other discriminatory attitudes and behaviours, particularly in relation to the protected characteristics of the Equality Act i.e. age, disability, ethnicity, (including race, colour, nationality), gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, religion and belief and sexual orientation, but also in relation to social background, class and trade union affiliation.
- 1.5 We will continue to take positive action to address any under-representation in the student, staff or governor profile, and to tackle any gaps in the success, retention or achievement rates for any equality group. We will also work to eliminate any barriers that might inhibit the success or progression of any groups of students or staff.
- 1.6 We will uphold and promote through our all our activities the British Values of respect and tolerance both for each other and for visitors to the College.