

**EPUT EDUCATION CENTRE
EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY**

POLICY REFERENCE NUMBER	EEC 1
VERSION NUMBER	1
KEY CHANGES FROM PREVIOUS VERSION	New policy as addendum to EPUT CP24
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CONSULTATION GROUPS	Equality and Inclusion Sub-Committee (EPUT), EPUT Education Board
IMPLEMENTATION DATE	January 2023
AMENDMENT DATE(S)	January 2023
LAST REVIEW DATE	New Policy
NEXT REVIEW DATE	January 2024
APPROVAL BY EPUT Education Board	April 2023
RATIFICATION BY EPUT Education Board	April 2023
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POLICY SUMMARY

Essex Partnership University NHS Foundation EPUT Education Centre Education Centre has a statutory duty to ensure that all practices within the Education Centre are carried out in a fair, reasonable and consistent manner in line with the Equality Act, 2010. This policy aims to promote equality of opportunity between people who share a protected characteristic and those who do not, prevent discrimination and foster good relationships. This policy is an addendum to CP24 EPUT Equality, Diversity Inclusion & Human rights policy. EPUT Education Centre has produced this policy to regulate and monitor the Education Centre's compliance with the Equality Act (2010) and general and specific Public Sector Equality Duty (PSED) including the EDS2, as well as explaining key concepts.

The EPUT Education Centre fosters good relations between people who share a relevant protected characteristic and those who do not, celebrates diversity, challenges inequality and is committed to nurturing an inclusive and diverse community that is open to all who have the potential to benefit from membership of it, and which ensures equality of opportunity for all its members. We expect all our employees, contractors, apprentices, invitees and visitors to be treated, and to treat others, with dignity and respect.

We are committed to meeting our obligations under the Equality Act 2010, which requires the Education Centre to show no discrimination as required by law on account of age, disability, gender reassignment*, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The EPUT Education Centre will always act lawfully and this may include taking action to support people with particular protected

characteristics, including disability and sex. In addition to its obligations under the EA 2010, the EPUT Education Centre shall adopt policies, practices, and procedures that define expected standards of behaviour and specify any additional characteristics, beyond those required by law, to which protection is provided, for example, in relation to political belief, social background and refugee status.

The Equality Act (2010) places a Public Sector Equality Duty on all public authorities in the form of General and Specific Duties. The General Duty requires that we:

- Eliminate discrimination.
 - Promote and advance equality of opportunity.
 - Foster good relations between protected characteristics.
- <https://www.gov.uk/government/publications/public-sector-equality-duty>

As part of this policy EPUT Education centre looks to promote Fundamental British Values (FBV) in all aspects of its curriculum and ensure that throughout these are upheld. The FBV will look to support the governments PREVENT strategy through clear curricular planning and organisational values to ensure synonymously together to send the same messages that deter radicalisation and encourage tolerance of different beliefs . **Democracy** - will be addressed through inclusion of all parties throughout the processes and ensure all voices are respected and heard. **The Rule of Law** - will be met by all ensuring the legislation, policy and procedures are adhered too and are free from discriminatory practice and bias. **Individual Liberty and tolerance of others** - The Education Centre respects that we do not all share the same values and beliefs and that this policy will support the approach to ensure that individuals views are not imposed on by others. This includes challenging Apprentices, staff volunteers and service users if they may express opinions that are contrary to this this include extremist views **Mutual respect** - will be met through a person centred approach taken within the Education Centre to ensure no Human Rights are impeded. [Guidance on promoting British values in schools published - GOV.UK \(www.gov.uk\)](#)

For the purposes of this Policy Statement the term ‘trans’ is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. The term ‘non-binary’ is an umbrella term for people whose gender identity does not sit comfortably with ‘woman’ or ‘man’. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely. The education centre will ensure that the promotion of this protected characteristic is met throughout this policy and all interrelated policies [Gender equality at every stage: a roadmap for change - GOV.UK \(www.gov.uk\)](#)

EPUT Education Centre monitors the implementation of and compliance with this procedure in the following ways:

The EPUT Education Board monitor compliance of this and all policies within the EPUT Education Centre and this policy is in addition to EPUT Trust wide Equality and Inclusion policy.

In addition to this

Equality and Inclusion Sub-Committee will ensure that compliance is monitored regularly against (Trust Policy Hyperlink)

- The Equality and Inclusion Sub-Committee Annual Work plan and schedule
- The Equality Delivery System (EDS2) action plan

Services	Applicable	Comments
EPUT Education Centre	<input type="checkbox"/>	

**The Director responsible for monitoring and reviewing this procedure is
Executive Director of People & Culture**

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

CONTENTS

- 1.0 POLICY STATEMENT**
- 2.0 RELEVANT LEGLISATION**
- 3.0 SCOPE OF POLICY**
- 4.0 DEFINITIONS AND TYPES OF DISCRIMINATION**
- 5.0 GUIDING PRINCIPLES**
- 6.0 EDUCATION CENTRE COMMITMENT TOWARDS GROUPS AND INDIVIDUALS IN TERMS OF PROTECTED CHARACTERISTICS**
- 7.0 ROLE OF EPUT EDUCATION CENTRE**
- 8.0 INCLUSION AND ACADEMIC FREEDOM**
- 9.0 MONITORING**
- 10.0 REFERENCED AND RELATED POLICIES**

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

1.0 POLICY STATEMENT

The purpose of this policy is to ensure that all practices within EPUT Education Centre are carried out in a fair, reasonable and consistent manner.

EPUT Education Centre is committed to providing high quality apprenticeship programmes which promote equality, inclusion to ensure human rights are observed are not impeded. This policy supports the non-discriminatory for employees, apprentices, potential EPUT Education Centre workers, service users, or anyone that interacts with EPUT Education Centre in any way.

The Policy supports our commitment to addressing under-representation where it exists, celebrating the diversity of our apprentices and staff, nurturing communities of belonging in which all are accepted without exception, and promoting inclusion, well-being, resilience and empowerment to enable everyone to reach their full potential this includes careers advice. It underpins our determination to confront and eradicate violence, harassment and assault in all its forms, including misogyny, harassment and violence against women, racially, religiously or culturally motivated assaults or violence experienced by individuals or groups related to other personal or protected characteristics as laid out in the Equality Act 2010

The Policy introduces EPUT Education Centre's Principles in relation to ensuring equality in employment practices, service provision and respecting diversity among staff, apprentices and those interacting with the Education Centre team. In working in partnership with other education providers, employers, service users and volunteers. We will endeavour to ensure that all who work in partnership met and uphold these values.

When recruiting apprentices and providing careers advice The Education Centre will look to address under representation in specific apprenticeship programmes delivered within the centre and across the specific apprenticeship standards delivered within the centre in line with ESFA commitment statement and QAR reporting data to widen participation. <https://www.gov.uk/government/publications/provider-guide-to-delivering-high-quality-apprenticeships/prepare-to-offer-apprenticeships>

EPUT Education Centre will promote equality and integrate an anti-discriminatory approach into all areas of its work. It will ensure that barriers to accessing programmes or employment are identified and removed, and that no person is treated less favourably on the grounds of their race, ethnicity, religion or belief, age, biological sex, marital status, gender identity, disability or long term condition, sexual orientation or pregnancy and maternity (protected characteristics defined by Equality Act 2010). EPUT Education Centre also commits to providing equal access to programmes and employment regardless of mental health status, caring responsibilities or socio-economic background.

EPUT Education Centre recognises the importance of this policy in both the employment relationship and service provision of Education programmes, and will reflect these commitments in all Education Centre policies. The basis for employment, assessment of performance, advancement and training will be objective criteria only (e.g. Ability, qualification and skills).

The Education Centre operates a transparent approach throughout all of its process and this transparency is subject to internal and external auditing quality assurance to meet Education Inspection Framework (EIF) equality objectives. [Ofsted's equality](#)

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

[objectives 2023 to 2027 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Education Centre staff and apprentices have the right to be treated in a fair, reasonable and consistent way with dignity and respect and without the fear of discrimination, harassment or victimisation.

Education Centre staff and apprentices have the right to be protected against discriminatory behaviour.

The Education Centre team have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. This due regard and duty to ensure elimination of unlawful practice will support the safeguarding of apprentices and all involved in the delivery

Anyone that deals with EPUT Education Centre, including Partners and stakeholders will receive equitable treatment whether they are receiving a service, providing a service, tendering for a contract or any other relationship.

EPUT Education Centre will uphold the Human Rights of all apprentices, staff and anyone else with a relationship to EPUT Education Centre. These include practices which reflect the principles of the right to a fair trial, respect for private and family life and freedom of thought, conscience and religion.

EPUT Education Centre is committed to the ongoing development of staff awareness of Equality, Inclusion, and Human Rights issues throughout an individual's relationship with EPUT Education Centre.

EPUT Education Centre is committed to monitoring, evaluating and reporting on issues of Equality and Inclusion in programmes planning, curriculum planning, and programme delivery. This will take place as part of the quarterly education board oversight which feed into by the bimonthly apprenticeship education meetings. Minutes are recorded in line with EPUT information governance policy CP50

<https://input.eput.nhs.uk/DocumentCentre/Policies/Corporate%20Policies/CP50%20-%20Information%20Governance%20and%20Security%20Policy/CP50%20-%20Information%20Governance%20&%20Security%20Policy.pdf#search=information%20governance%20policy> Procedure CP50 D

<https://input.eput.nhs.uk/DocumentCentre/Policies/Corporate%20Policies/CP50%20-%20Information%20Governance%20and%20Security%20Policy/CPG50D%20-%20Information%20Governance%20Incident%20Reporting%20Procedure.pdf#search=information%20governance%20policy>- and the General Data Protection Regulations 2018 [ukpgacvr_20180012_en.indd \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/cvr/2018/0012/en/indd)

FBV are incorporated into core curriculum planning and delivery of programmes ensuring that apprentices and staff have a knowledge and understanding of these and the impact of these across the Education Centre and wider organisation.

EPUT Education Centre recognises these benefits which will arise from implementation of the Equality, Inclusion and Human Rights policy:

- Flexible provision of programmes that will meet individual apprentices and staff needs and will ensure a high level of satisfaction with programmes.

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- Employing staff from diverse background will allow for a better understanding of the needs of all apprentices, and will create a diverse workforce that reflects the wider community.
- Valuing staff and apprentices ensuring they have been treated fairly and that their protected characteristics are considered when making decisions will improve morale, motivation, physical and mental health and job satisfaction, and reduces staff turnover and apprentice attrition rates.

EPUT Education Centre will continually review best practice standards of Equality & Inclusion under the Equality Act (2010) and the Human Rights Act (1998).

EPUT Education Centre will be transparent and report on disciplinary, grievances and harassment in conjunction with regulatory requirements

2.0 RELEVANT LEGISLATION

The key articles of legislation underpinning this policy are:

- PREVENT Duty [Prevent duty guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/publications/prevent-duty-guidance)
- Fundamental British Values [Promoting fundamental British values through SMSC - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/publications/promoting-fundamental-british-values-through-sm-sc)
- Education and Skills Funding Agency (ESFA) <https://www.gov.uk/guidance/apprenticeship-funding-rules>
- Ofsted Education Inspection Framework [Education inspection framework - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/publications/education-inspection-framework)
- Department for Education (DFE) Keeping Children Safe <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- Public Sector Equality Duties (PSED) <https://www.gov.uk/government/publications/public-sector-equality-duty>
- The Human Rights Act (1998) [Human Rights Act 1998 \(legislation.gov.uk\)](http://www.legislation.gov.uk/ukpga/1998/42)
- The Equality Act (2010) <https://www.gov.uk/guidance/equality-act-2010-guidance>

3.0 SCOPE OF POLICY

This policy applies to all staff of the Education Centre, apprentices, visiting lecturers, employers, and partnership organisations

The policy also applies to service users, their families and carers, throughout their relationship with EPUT Education Centre.

This is not an exhaustive list. The policy applies to anyone that has dealings with EPUT Education Centre.

4.0 DEFINITIONS & TYPES OF DISCRIMINATION

Direct Discrimination: When a person or group is treated less favourably than others are due to no other reason other than a protected characteristics.

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Indirect discrimination: Occurs when a provision, criterion or practice is applied, whether intentionally or not, which adversely affects one protected characteristic group more than others and cannot be justified.

Discrimination by association: When someone is treated less favourably than others are due to no other reason other than their connection with a person from a protected characteristic group.

Discrimination by perception: When someone is treated less favourably than others are due to no other reason other than the perception that the person is from a protected characteristic group (even if this perception is incorrect).

Victimisation: Occurs when a person or group is treated less favourably because they have: brought proceedings in relation to this policy; or provided information in support of a third party claim in relation to this policy; or made an allegation that a breach of this policy has taken place. See policy on
Whistleblowing (CP53)

Harassment: The violation of dignity or creation of an offensive environment Harassment is subjective, the individual decides on whether they feel conduct is either acceptable or offensive. See also the **Dignity, Respect (Bullying, Harassment and Discrimination) Grievance Policy (HR2)**

Vicarious Liability means that EPUT Education Centre can be held responsible for the discriminatory actions of its workers, even if they are carried out without EPUT Education Centre's knowledge or approval, if due care is not provided in upholding this

Policy within working practices and raising staff awareness of EPUT Education Centre's position on equality, inclusion and human rights.

Genuine Occupational Requirement occurs in limited circumstances when jobs can be legally ring-fenced to a particular protected characteristic group on the grounds of authenticity or to preserve privacy and dignity.

Requirement for evidence In any accusation, this falls upon the respondent, once the applicant has evidence of behaviours or actions that could be interpreted as discriminatory.

Unconscious Bias Unconscious bias refers to discrimination that takes place unknowingly, and can happen inadvertently when protected characteristics are not considered. It is a bias that occurs when making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences.

Macro-aggressions and Micro-aggressions: A Macro-aggression is an overt act of aggression or discrimination against someone based on their protected characteristics. A Micro-aggression is an intentional or unintentional verbal, behavioural or environmental action that communicates hostile, derogatory or prejudicial attitudes towards a minority or culturally marginalised group.

Racism: EPUT Education Centre is committed to eliminating racism in the workplace and works with a range of action plans and guidelines to tackle racism and racial harassment including the Workforce Race Equality Standard and the NHS People Plan. We are

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

Committed to working in partnership with the organisation strategic Equality Diversity and Inclusion committee and Ethnic Minority and Race Equality Network (EMREN).

5.0 GUIDING PRINCIPLES

All new EPUT Education Centre policies, procedures and practices must be Equality Impact Assessed (EIA) to ensure that the any changes in the policies may have on protected characteristic groups are discussed and considered.

EIAs inform the strategic curriculum plan that then cascades into the local curriculum plans for the individual apprenticeship standards delivered within the centre. Equality Impact Assessments should be reviewed at any significant change to a policy and at the



2. EPUT Strategic Curriculum plan.doc

standard yearly review.

Apprentices will receive equitable treatment in all relevant aspects of their program, in line with EPUT Education Centre and HR policy and procedures.

Training in Equality and Inclusion will be provided to all apprentices and staff in accordance with organisational mandatory training requirements. This includes the apprenticeship learning journey around PREVENT, FBV and Equality, Diversity and Inclusion

5.2

EPUT Education Centre will aim to ensure that there are no barriers to opportunity within the centre for people potentially at a disadvantage e.g. Providing reasonable adjustments through assessment of need. This is in line with the Gender Equality at Every Stage: a roadmap of change

<https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.uk%2Fgovernment%2Fpublications%2Fgender-equality-at-every-stage-a-roadmap-for-change&data=05%7C01%7Cjames.rushbrook%40nhs.net%7C505691884e8e4e140ff108daf5502361%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638092021779032581%7CUnknown%7CTWFpbGZsb3d8eyJlIjoiMC4wLjAwMDAiLCJlIjoiV2luMzliLjCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=oeH%2BEL%2B7Owtm2d2OJBDulQYkqHfQ3dUzFBRV1S8bY7k%3D&reserved=0>

Everyone has the right to seek redress of any perceived injustice. This will ordinarily be through the **Dignity, Respect (Bullying, Harassment and Discrimination) Grievance Policy (HR2)**, or the **Complaints Policy (CP2)**

The Equality Duty requires that EPUT Education Centre, in the exercise of its functions, pays due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010).
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

- Foster good relations between people who share a protected characteristic and those who do not.

6.0 EDUCATION CENTRE COMMITMENT TOWARDS GROUPS AND INDIVIDUALS IN TERMS OF PROTECTED CHARACTERISTICS

EPUT education centre does not accept any form of racial discrimination or harassment against any apprentice, member of staff, visitor, prospective apprentice, or prospective member of staff based on their actual or perceived race, colour, culture, caste, ethnic, or national origin. All members of the education community have a duty to make sure that their working and learning environment is free from prejudice. As a part of our Public Sector Equality Duty, the Education centre monitors staff and apprentice profiles.

Disability

- EPUT Education centre will not discriminate against or tolerate the harassment of members of staff, apprentices, job applicants, prospective apprentices, or visitors because of a disability or perceived disability. The Education Centre recognises disability to include someone who has a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out day-to-day activities.
- The Education centre welcomes applications from people with disabilities, values the contribution of existing staff and apprentices with disabilities, and will treat staff and apprentices fairly should they become disabled.

Gender and Gender Reassignment

- The EPUT Education Centre will not treat any staff member, job applicant, apprentice, or prospective apprentice less favourably because of their gender, whether they are male, female, trans or/and undergoing any stage of gender reassignment. Discrimination and harassment on the grounds of gender, including sexual harassment, is not acceptable and will be dealt with in line with the centre's disciplinary procedures. Respect and consideration to be given to individuals choice of pronoun in line with the Equality Act 2010

Sexual Orientation

- The EPUT Education Centre does not accept any form of discrimination or harassment against any apprentice, member of staff, job applicant or prospective apprentice because of their sexual orientation or their perceived sexual orientation. The centre is committed to working towards an environment where all people feel able to be open about their sexuality and aims to promote awareness and tackle negative stereotypes.

Religion and Belief

- The EPUT Education Centre does not accept any form of discrimination or harassment against any staff member, job applicant, apprentice, or prospective apprentice because of cultural, philosophical, or religious beliefs or perceived beliefs. The Centre respects the diverse cultural and religious traditions of all its apprentices and staff and accepts the rights of individuals and groups peaceably to

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

Worship and to fulfil their cultural obligations. Accordingly, the Centre will neither promote, nor permit to be promoted, any one religious faith or culture.

Age

- The EPUT Education Centre recognises that education is a life-long pursuit and works to support learners of all ages to achieve the qualifications they desire. The EPUT Education Centre endeavours to provide appropriate support for all apprentices within these boundaries. The EPUT Education Centre will not use age-related criteria for staff and apprentice recruitment purposes. All staff and apprentices have equal rights to training and development.

Pregnancy and Maternity

- The EPUT Education Centre will not discriminate against any member of staff or apprentice because of pregnancy or maternity. All staff and apprentices have equal rights to training and development. Reasonable adjustments will be made where practicable.

Marriage and civil partnership

- The EPUT Education Centre does not accept any form of discrimination or harassment against any staff member, apprentice, or prospective apprentice because they are single, married, or in a civil partnership

7.0 ROLE OF EPUT EDUCATION CENTRE

EPUT Education Centre has legal and moral responsibility for ensuring equality of opportunity, respect for diversity and inclusion of minority or marginalised groups. EPUT Education Centre Board and Executive Directors have primary legal and moral responsibility for ensuring that it its employees do not discriminate unlawfully and that it should not merely seek to avoid such discrimination, but should develop positive policies & practices and strong governance arrangements to monitor and promote inclusive behaviours.

The Equality Delivery System (EDS2) will serve as an Equality and Inclusion Work plan that will be monitored by EPUT Education Centre's Education Board and will be one of the main focuses of the Equality and Inclusion Sub-Committee.

The Executive Director of People & Culture has overall responsibility for the co-ordination of this policy and EPUT Education Centre. This is overseen by the Executive Chief Officer of EPUT Education Centre.

All members of the Education Team will be responsible for ensuring that principles of equality, inclusion and human rights are understood and applied within their areas of responsibility, and that legal requirements are observed.

An Equality Impact Assessment (EIA) will be developed for all new policies, services or functions within EPUT Education Centre. A full EIA will be completed if concerns of positive or negative impacts on minority or marginalised groups are identified. The full EIA will ensure that these are taken into account with actions to develop, reduce or negate these.

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

All apprentices will have a wellbeing and inclusion discussion with their Tutor as part of their tripartite reviews to ensure that any personal and individual needs regarding their protected characteristics are being met, and to support them in attending Equality Networks or Equality and Inclusion Training and Learning opportunities as part of EPUT Education Centre's commitment to Equality and Inclusion.

All members of the Education Team have a responsibility for ensuring that any allegations of discrimination, harassment or victimisation are fully reported and appropriate action taken in line with policy.

Any Apprentice who feels that they have been discriminated against or victimised by EPUT Education Centre staff, other apprentices or practice areas should raise this through:

- Primary tutor
- Line Manager
- Human Resources Manager
- Staff Engagement teams
- EEC Equality, Diversity & Inclusion lead advisor
- EPUT Equality Champions / Equality Network
- EPUT Freedom to Speak Up Guardians

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

All apprentice have a responsibility to ensure that a Datix Incident Report is completed when a apprentice experiences discriminatory abuse from a member of the Education Team or other apprentice and that these are reported to the Local Security Management Specialist (within the Risk Management Team)

All education staff and apprentices have a duty to comply with this policy and Equality and Inclusion legislation and should be aware of their responsibilities and the basic legislative framework.

All Education Team and apprentice should have an understanding of Equality and Inclusion as part of their training and personal development and will be encouraged to do so by EPUT Education Centre, including but not limited to:

- Micro-aggressions
- Unconscious Bias
- Challenging Discrimination and Inequality
- The Equality Framework within the Trust including EPUT Equality Champions and Staff Equality Networks
- Raising concerns of discrimination within EPUT Education Centre

It is everyone's responsibility to inform their manager/Tutor, the Equality Advisor or their Human Resources Advisor if they suspect that discrimination, harassment or victimisation is taking place, anywhere within EPUT Education Centre.

Ongoing training on Equality and Inclusion issues and concepts will be available and mandatory for those who manage staff, or are members of apprentice recruitment process. Apprentices/Staff should be encouraged to raise these needs with their line manager or tutors if they are unaware of how to access this. Where an informal approach to dealing with harassment or bullying has not been successful or where the matter is sufficiently serious that informal approaches are not appropriate, employees, workers, contractors, apprentices, invitees or visitors are invited to use our complaints policy.

Where employees have particular needs in relation to their protected characteristics under the Equality Act (2010), EPUT Education Centre will not only consider whether it is reasonably practicable to vary and/or adapt education requirements to meet these needs (reasonable adjustments) – but take as any steps as they can to not only ensure this apprentice is not disadvantaged but that they are supported by EPUT Education Centre in a positive way.

8.0 INCLUSION AND ACADEMIC FREEDOM

We are an Education Centre that values academic freedom, freedom of expression and inclusion. Academic Freedom is an essential part of academic progress and development and flourishes where there is tolerance of, and respect for, a wide range of views and beliefs. In addition, everyone has the right to freedom of expression within the law. Our legal obligations and our commitment to inclusion demand that we exercise our freedoms responsibly, respectfully and with due regard to the values we share as a community. This means that neither academic freedom nor freedom of expression can be used as an excuse for subjecting an individual or group to bullying or harassment or for committing a hate incident.

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People: We will support an inclusive working environment which recognises and harnesses the contribution of every member of the Education Team, through inclusive policies and processes that put people at the centre and also by our behaviours, which will promote an environment where apprentices learn from others and are supported through effective processes and partnership to take decisions on behalf of the organisation

Knowledge: We will support staff and apprentices to co-produce relevant, responsive and inclusive curricula that offer a diverse range of learning opportunities and that are agile, responsive to current issues/emerging challenges and designed to meet the needs, interests, learning styles, aspirations and backgrounds of our apprentice community.

Communities: We will create living and learning communities that foster apprentices and staff to feel a sense of belonging, inclusion, well-being, resilience and empowerment

Apprentices

The Education Centre admits apprentices solely based on their merits, abilities, and potential, and will not refuse admission to any applicant applying to an appropriate program based on any other factor. A rigorous monitoring system is in place whereby the Education Centre monitors apprentice admissions, achievement, retention, and complaints through the quarterly Education Board.

The Education Centre is committed to widening participation as part of our apprentice recruitment processes. All apprentices on program have the right to be treated fairly, with dignity and respect. They also have a responsibility to abide by this Policy in their dealings with others and are expected to follow all Education Centre policies regarding behaviour and our staff will challenge apprentice behaviour which does not meet these standards

Curriculum

The Education Team aims to provide an inclusive teaching and learning environment through individualised support plans, and professional, interactive delivery. Our programs are designed with diversity, equity, and inclusion in mind, and we strive to have high quality resources free from bias or stereotyping, which promote positive images. The Education Team promotes British Values as defined in the Government's 2011 PREVENT Strategy: democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

We endeavour to value and nurture an increasing diversity among apprentices and be able to meet the needs of a wide variety of social and cultural requirements, including apprentices with caring responsibilities, religious requirements, physical or mental impairments and apprentices for whom English is an additional language.

EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY INCLUSION & HUMAN RIGHTS POLICY

9.0 MONITORING

In order to assess the effectiveness of its Equality, Inclusion and Human Rights Policy EPUT Education Centre will maintain, analyse and review the following information:

- Gender, age, disability, sexual orientation, religion or belief and ethnic origin of apprentices, existing and new employees within EPUT Education Centre.
- Details of selection, decisions for recruitment, redeployment, promotion, transfer and training and reasons for these decisions.
- EPUT Education Centre will maintain, analyse and review anonymous/statistical information on the protected characteristics of apprentices.
- Reviewing current progress against statistical tools available (WRES) will be used for measuring the achievement of EPUT Education Centre's in comparison to the Public Sector Duty, and effectiveness of EPUT Education Centre's Equality and Inclusion Sub-Committee.

Where information is collated in line with the Equality, Inclusion and Human Rights Policy, it will be reviewed by the Education board

10 REFERENCED AND RELATED POLICIES

- **Dignity Respect (Bullying, Harassment and Discrimination) Grievance Policy (HR2)**
- **Complaints Policy (CP2)**
- **Raising Concerns (Whistleblowing) Policy (CP53)**
- **Data Protection and Confidentiality Policy (CP59)**
- **Education Centre PREVENT policy (EEC 8)**
- **Education Safeguarding Policy(EEC 7)**
- **Sickness and absence**
- **SEND policy (EEC 3)**
- **Health and Safety Policy**
- **Appraisal and Supervision Policy**
- **Apprenticeship Policy**
- **Safer recruitment Policy**
- **Flexible working Policy**
- **Wellbeing Policy**

END

**EEC1 - EPUT EDUCATION CENTRE EQUALITY, DIVERSITY
INCLUSION & HUMAN RIGHTS POLICY**