

Equality, Diversity & Inclusion Policy

1. Purpose

- 1.1 The purpose of this policy is to ensure that DN Colleges Group (DNCG) adheres to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the Equality Act (Amendment) Regulations 2023.

This policy should be read in conjunction with the Equality and Human Rights Commission Guidance document “What equality law means for you as an education provider – further and higher education” at: [Equality Act 2010 | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/equality-act-2010) and The Equality Act (Amendment) Regulations 2023 [The Equality Act 2010 \(Amendment\) Regulations 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/equality-act-2010-amendment-regulations-2023)

We may also have responsibilities under the Equality Act 2010 as employers, bodies that carry out public functions and as service providers. These obligations are not covered in this guidance and you can find out more at [Equality Act 2010 | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/equality-act-2010)

DN Colleges Group, (DNCG), is fully committed to all aspects of Equality, Diversity and Inclusion (EDI) as they relate to and impact upon all stakeholders. As a College we recognise that diversity is a positive attribute and force which brings a multitude of benefits. By placing EDI at the heart of our organisation, we will, as a result, embrace and reflect the many aspects of its diverse workforce and student and apprentice population.

The aim of this policy is to support that intention by providing a framework for continuous improvement and to ensure we work together towards achieving equality for all. However, we will work to ensure that we move beyond compliance to securing excellence in all areas of our work.

The EDI Policy also demonstrates the College’s commitment to ensuring all students, apprentices, staff, volunteers, visitors and other stakeholders are treated fairly and that EDI is valued across the College community.

2 Scope

- 2.1 This policy sets out the expectations for equitable treatment and inclusive practices that are aligned with DN Colleges Group mission and values and relates to:

- all members of the Governing Body
- **all** staff (*prospective and*
- former students (*in some limited circumstances*)
- **all** students and apprentices (*prospective and current*)
- former students and apprentices (*in some circumstances*)
- disabled people who are not students at the institution but who hold or have applied for qualifications conferred by the institution
- all contractors, partners and third-party providers
- all visitors and volunteers

The governing body carries the ultimate responsibility, under the law for ensuring DN Colleges Group meets the requirements of **The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and The Equality Act (Amendment) Regulations 2023.**

- 2.2 The Chief Operating Officer: People and Information will set and maintain the strategic direction of EDI and monitor performance and targets through regular reports.

In relation to staff, this policy applies to (but is not limited to) advertising of jobs, recruitment and selection, training and development, opportunities for promotion, conditions of service, reward, facilities, health and safety, personal and professional conduct, including conduct on social media, grievance and disciplinary procedures and termination of employment (and beyond where provision of employment references are required). Every member of staff and volunteer is responsible for upholding this policy and the law. Every job role has an EDI component and all staff thus have a responsibility to:

- Apply and integrate the vision and values of the policy in their work and roles
- Support and enable students/apprentices and visitors to abide by the policy
- Take a zero-tolerance approach and considered and immediate action in the event of allegations of bullying, harassment, victimisation and any other forms of discrimination and alert appropriate their director or the Director of Human Resources.

2.3 In relation to students and apprentices this policy applies to (*but is not limited to*) admissions, teaching, learning and assessment, work placements, funding awards under the College's control, student support, facilities, health and safety, personal conduct, student references, student complaints and disciplinary procedures. Students and apprentices have a responsibility to support our commitment to EDI and comply with this policy by:

- Treating everyone with respect, fairness and understanding
- Abiding by the law
- Using language carefully, without swearing, saying rude, hurtful or disrespectful things about others
- Behaving in a fair and respectful way at all times
- Reporting any concerns they have for themselves or others to staff immediately
- Resolving difficulties and disagreements amicably

2.4 In relation to contractors, partners and third-party providers this policy applies to work and services provided on behalf of DNCG. Contractors/sub-contractors who are delivering training, or who are undertaking building, maintenance or repair work in any of our buildings/estate are obliged to comply with this policy.

3 Responsibilities

3.1 The Corporation designates the Chief Operating Officer: People and Services as having overall responsibility for EDI

3.2 The DNCG Senior Leadership Team and the Associate Director EDI have accountability for overseeing the implementation and promotion of the Equality, Diversity and Inclusion Policy and for ensuring that an annual report is made to the Corporation and that DNCG publishes information to demonstrate compliance with the duty imposed by The Equality Act at least annually by 30 March and sets equality objectives at least every four years (to be published annually by 30 March) which are specific and measurable

3.3 All DNCG staff and volunteers have a duty to implement this strategy.

3.4 All DNCG staff and volunteers have a contractual obligation to be committed to the Equality, Diversity and Inclusion Policy and be proactive in its promotion and implementation

3.5 All students, sub-contractors and visitors have a responsibility to comply with those elements of the policy that relate to behaviour and conduct.

3.6 DNCG's Equality & Diversity Group:

- Drives the implementation of the EDI Quality Improvement Plan by on-going monitoring of performance and achievement of objectives and contributes to Self-Assessment and the

Strategic Plan.

- Identifies emerging issues informed by baseline data data at national and local levels to determine a framework which includes targets, performance indicators and develops remedial actions to close any identified gaps.
- Take an overview of changes to existing and/or new Government Legislation, Policies and new initiatives, assessing the impact / implications for DN Colleges Group and partner sites and provide mechanisms for implementing, monitoring and evaluating actions
- considers and implements best practice practice in relation to equality and diversity issues, among all groups of people including those who share a relevant protected characteristic and those who do not.
- Direct and inform DNCG's CPD plan as it relates to equality and diversity.
- To advise, assist and take actions which eliminate discrimination and ensure the advancement of opportunity for all who share protected characteristics, promoting diversity in all areas of DN Colleges Group and partner sites activity. To give all stakeholders the opportunity to give their views on provision.

3.7 The Associate Director EDI is responsible for ensuring the EDI Policy is meeting its commitments by monitoring its implementation.

3.8 The Associate Director EDI in consultation with all other relevant managed areas will produce and present a report to the Board of Governors as summarised below on an annual basis, highlighting areas of improvement and priorities arising for the following academic year to identify:

- Progress against the Equality Objectives as identified in its Annual Inclusion Report, published annually by 30 March.
- Performance analysis of third-party deliverers, including trainers.
- Use of inclusive statements and representative images across all aspects of DN Colleges communication to promote our commitment to advancing equality of opportunity, tackling discrimination, and fostering good relations among all groups of people.
- Summary of progress to narrow student/apprentice equality achievement gaps
- Summary of adjustments made for individuals to enable equal access to education resources and services.
- Summary of complaints/grievances received in year from students/apprentices
- Institutional Data and EDI Performance analysis of the staff and student demographic profiles with comparisons drawn against the local community census data particularly in relation to recruitment and retention.
- Provide appropriate legal and compliance summary updates.
- Summary of Student and Staff Engagement in EDI Initiatives to foster a diverse, inclusive and safe environment.
- Gender Pay Gap Reporting.

4 Definitions and/or Relevant Legislation

4.1 The Equality Act 2010 consolidates protection against discrimination on the grounds of:

Age

Where this is referred to, it refers to a person belonging to a particular age or range of ages.

Disability (This also includes learning disability or difficulty, long-term health condition and neurodiverse conditions)

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Under the Act a claimant does not have to show that their impairment affects a particular capacity such as

mobility, speech, hearing or eyesight.

Gender reassignment (Transitioning)

The process of transitioning from one gender to another. The definition has changed so that people no longer have to be under medical supervision to be protected by the law. Gender Reassignment continues to cover those who intend to live permanently in a gender other than the one assigned at birth.

Marriage and civil partnership

In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by The Equality Act).

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

The word 'gender' is often used in place of the word 'sex' in equality issues. 'Gender' does not appear in legislation (except for 'gender re-assignment' - see above) but 'sex discrimination' and 'gender discrimination' are generally interchangeable.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. Assumptions and perceptions of a person's sexuality are also covered by law.

4.2 Compliance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 replaces previous anti-discrimination legislation with a single act. It aims to simplify the law, remove inconsistencies and make it easier to understand and comply with. It also aims to strengthen the law and to help tackle discrimination and inequality. The majority of The Equality Act came into force on 1 October 2010.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Came into force in March 2017 to ensure all public bodies help to make society fairer by tackling discrimination and providing equality of opportunity for all.

- The above legislation requires public bodies to consider all individuals when carrying out their day-to-day work in shaping policy, service delivery and in relation to their own employees. It replaces the 3 previous public sector equality duties for race, disability and gender and covers the following protected characteristics that are recognised within.
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, namely:
 - Age
 - Disability
 - Gender Reassignment
 - Pregnancy and Maternity
 - Race (including ethnic or national origins, colour or nationality)
 - Religion or belief (including lack of religion or belief)
 - Sex
 - Sexual orientation
 - Marriage and Civil Partnership

The legislation also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Public bodies, when carrying out their activities, need to:

- Eliminate unlawful discrimination, bullying, harassment, victimisation and other conduct prohibited by the Equality Act (2010)
- Advance equality of opportunity between people from different groups This involves covering the need to:
- Remove or minimise disadvantages experienced by people on account of their protected characteristics
- Meet the needs of people who share the characteristics and people who do not share them
- Encourage people who share the characteristics to participate in DNCG life or in other activities within the College where their participation is low

Foster good relations among people from different groups. This involves tackling discrimination and promoting understanding across the Group community

5 The Policy

5.1 Policy Summary

In order to realise the commitment outlined above every effort will be made to:

- Challenge inequality, prejudice and discrimination.
- Promote diversity in all its aspects, including employing a workforce and recruiting students to reflect the community the colleges serve.
- Treat all people with respect and dignity.
- Provide an environment free from prejudice, harassment, discrimination (direct/indirect), discrimination arising from disability and victimisation.
- Where it is reasonable to do so make adjustments to enable equal access to college resources and services ensuring that none are treated less favourably.
- Ensure that Equality, Diversity and Inclusion are integrated into all Colleges policies, procedures and charters.
- Ensure that all policies, strategies and procedures have undergone an assessment of the effect on equality (*new documents when written and current documents during review*) to

- ensure that, where appropriate, they promote equality and do not unlawfully discriminate.
- Work in partnership with recognised trade unions to ensure that staff and volunteers are committed to the policy and that it is fully effective.
- Inform all staff, volunteers, students, apprentices and visitors about our commitment to Equality, Diversity and Inclusion.
- Ensure that the student experience raises awareness of EDI issues.
- Ensure that staff are working to narrow achievement gaps between different groups of students.
- Ensure Equality, Diversity and Inclusion are promoted through teaching and learning.
- Promote our commitment to Equality, Diversity and Inclusion through positive statements and representative images in marketing and communications activities.
- Ensure that any organisation that delivers services on behalf of the colleges (or works in partnership with the Colleges) understands our commitment to Equality, Diversity and Inclusion and to eliminate discrimination.
- Develop, publish and implement an annual report which sets out how we will fulfil our statutory duties regarding promoting equality and tackling discrimination.
- Seek to develop partnerships with external groups and organisations to develop best practice and widen the scope of our diversity activities in the community.
- Staff or students who are in breach of the Equality, Diversity and Inclusion Policy and/or relevant legislation will be dealt with through formal disciplinary procedures.

5.2 **Measuring Impact**

- DNCG is committed to the collection and analysis of data in order to assess performance, identify emerging issues, areas of success and measure the impact of corrective actions.
- The Inclusion Report and Equality, Diversity and Inclusion Quality Improvement Plan and any subsequent update will detail how the Equality & Diversity Policy will be implemented.
- Specific targets for improvement will be set, regularly monitored via the Equality & Diversity Group and an annual report on progress, success and key issues presented to the Board of Governors.

5.3 **Positive Action**

The Colleges will, where appropriate and agreed and for a specific time period, consider positive action measures to alleviate disadvantage experienced by people who share a protected characteristic, reduce their underrepresentation in relation to particular activities or meet their particular needs. DN Colleges will ensure that when using positive action, it falls within the law.

5.4 **Integrating Equality, Diversity and Inclusion across the College**

The College is committed to providing equal opportunities and celebrating diversity in all aspects of its work and to avoiding unlawful discrimination, harassment and victimisation to staff, students and customers. The College is committed to advancing equality of opportunity between people from different groups.

Diversity is recognising that individuals and groups of people are different and that it is important to value and celebrate difference.

5.5 **What is unlawful discrimination?**

Unlawful discrimination is defined in the Act as:

- Direct discrimination (including discrimination based on perception or association).
- Indirect discrimination.
- Discrimination arising from disability.
- Pregnancy and maternity discrimination.

- Failure to make reasonable adjustments (for disabled people).

Breaches of the Equality, Diversity, and Inclusion (EDI) policy will be taken seriously and addressed in accordance with the staff disciplinary and grievance policy.

Any behavior or actions that violate the principles of equality, diversity, and inclusion undermine our commitment to creating a respectful and inclusive workplace.

Such breaches may result in disciplinary action, which could include warnings, mandatory training, or other measures as outlined in the staff disciplinary policy, depending on the severity of the offense. Employees are encouraged to report concerns related to EDI through the grievance procedures, ensuring a fair and thorough investigation process.

5.6 What else is unlawful under the Equality Act?

Harassment

The Equality Act 2010 also prohibits further and higher education institutions from harassing students covered by the education provisions. Harassment is defined as unwanted behaviour related to a protected characteristic, or which is of a sexual nature, that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

5.7 Victimisation

The Equality Act 2010 also prohibits further and higher education institutions from victimising students covered by the education provisions.

Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of violating an employee's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation is defined in The Equality Act as:

Treating someone badly because they have done a 'protected act' (or because the College believes that a person has or is going to carry out a protected act).

A 'protected act' is:

- Making a claim or complaint of discrimination (under The Equality Act).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that the College or someone else has breached The Equality Act.
- Doing anything else in connection with The Equality Act.

Victimisation is where an individual is subjected to a detriment because they make, or are suspected of making, or supporting a complaint or grievance under the Equality Act 2010. (No protection if a complaint has been maliciously made or supported an untrue complaint).

5.8 Direct Discrimination

Direct discrimination occurs when you treat a student less favourably than you treat (or would treat) another student because of a protected characteristic.

For example: A further education college rejects an application from a man for a childcare course as they do not think it is appropriate for a man to be working with children. This would be unlawful direct sex discrimination.

5.9 **Discrimination by association**

Direct discrimination also occurs when you treat someone less favourably because of their association with another person who has a protected characteristic (other than pregnancy and maternity).

This might occur when you treat a someone less favourably because their sibling, parent, carer or friend has a protected characteristic.

5.10 **Discrimination by perception**

Direct discrimination also occurs when you treat a student less favourably because you mistakenly think that they have a protected characteristic (other than pregnancy and maternity).

5.11 Indirect discrimination will occur if the following four conditions are met:

- You apply (or would apply) the provision, criterion or practice equally to all relevant people, including a particular person who has a protected characteristic and
- The provision, criterion or practice puts or would put people who share a protected characteristic at a particular disadvantage compared to relevant people who do not share that characteristic, and
- The provision, criteria, practice or rule puts or would put the particular person at that disadvantage, and
- You cannot show that the provision, criteria or practice is justified as a 'proportionate means of achieving a legitimate aim'.

Third Party Discrimination protects employees who are harassed by clients, contractors of the employer/provider. An employer is liable if the conduct has occurred on at least two previous occasions, is aware it had taken place and had not taken reasonable steps to prevent it occurring.

The policy is intended to assist DN College to put this commitment into practice. Compliance with this policy should also ensure that employees do not commit unlawful acts of discrimination.

DN Colleges strive to ensure that the work and learning environment is free of harassment and bullying and that everyone is treated with dignity and respect. The College has a separate Anti-Harassment and Anti-Bullying Policies which deal with these issues.

DN Colleges Group aims to provide a service that meets the needs of all its staff, students and apprentices. It anticipates and welcomes its responsibility to plan ahead and to try to meet the needs of all its stakeholder and will consider and make changes to policies and procedures deemed or found to impact negatively. The College will provide additional support and equipment where required and will communicate these intentions in a variety of formats. Staff will be supported through a variety of CPD measures to achieve this objective.

The following key principles will be embedded across the College:

Age equality

The Act defines age by reference to a person's age group and when it refers to people who share the protected characteristic of age, it means they are in the same age group.

Promoted and valued through:

- recognising the benefits of a mixed-age workforce and student/apprentice community
- challenging age stereotypes

An age group can:

- mean people of the same age or a range of ages

- be wide such as 'people under 50'
- be narrow such as 'people in their mid-50s' or people born in a particular year
- be relative, such as 'older than me' or 'older than us'
- be linked to actual or assumed physical appearance which may bear little relation to chronological age such as 'the grey workforce'.

A person could therefore belong to various age groups: a 19 year old could, for example, belong to groups that include 'young adults', 'teenagers', 'under 50s', 'under 25s' or '19 year olds'.

Disability equality

A person has a disability (someone who has the protected characteristic of disability) if they have a physical and/or mental impairment which has what the law calls 'a substantial and long- term adverse effect on their ability to carry out normal day-to-day activities'.

There is no need for a person to have a medically diagnosed cause for their impairment; what matters is the effect of the impairment not the cause.

In relation to physical impairment:

- Conditions that affect the body such as arthritis, hearing or sight impairment (unless this is correctable by glasses or contact lenses), diabetes, asthma, epilepsy, conditions such as HIV infection, cancer and multiple sclerosis, as well as loss of limbs or the use of limbs are covered.
- HIV infection, cancer and multiple sclerosis are covered from the point of diagnosis.
- Severe disfigurement (such as scarring) is covered even if it has no physical impact on the person with the disfigurement, provided the long-term requirement is met (see below).
- People who are registered as blind or partially sighted, or who are certified as being blind or partially sighted by a consultant ophthalmologist, are automatically treated as having a disability under the Act.

Neurodiversity includes conditions such as dyslexia and autism as well as learning disabilities such as Down's syndrome and mental health conditions such as depression and schizophrenia.

- The other criteria to decide if someone has the protected characteristic of disability are:
- The length the effect of the condition has lasted or will continue: it must be long term. 'Long term' means that an impairment is likely to last for the rest of the person's life or has lasted at least 12 months or where the total period for which it lasts is likely to be at least 12 months. If the person no longer has the condition but it is likely to recur or if the person no longer has the condition, they will be considered to be a disabled person.
- Whether the effect of the impairment is to make it more difficult and/or time-consuming for a person to carry out an activity compared to someone who does not have the impairment, and this causes more than minor or trivial inconvenience. If the activities that are made more difficult are 'normal day-to-day activities' at work or at home.
- Whether the condition has this impact without taking into account the effect of any medication the person is taking or any aids or assistance or adaptations they have, like a wheelchair, walking stick, assistance dog or special software on their computer. The exception to this is the wearing of glasses or contact lenses where it is the effect while the person is wearing the glasses or contact lenses, which is taken into account.

The abilities of people who have disabilities are valued through:

- encouraging staff and students to disclose a disability, learning difficulty or long- term health condition, or neurodiverse condition
- make reasonable adjustments to support everyone to achieve their full potential

- challenging stereotypes about people who have disabilities

Gender reassignment equality (transitioning)

Gender reassignment is a personal process (rather than a medical process) which involves a person expressing their gender in a way that differs from or is inconsistent with the physical sex they were born with.

This personal process may include undergoing medical procedures or, as is more likely for young people, it may simply include choosing to dress in a different way as part of the personal process of change.

A person will be protected because of gender reassignment in any of the following situations:

- when they make their intention known to someone – it does not matter who this is, whether it is someone at college or university or at home or another professional
- once they have decided to transition they are protected, even if they take no further steps or they decide to stop later on
- as soon as there is evidence of an intention to transition even though they have not reached an irrevocable decision to do so
- when they start or continue to dress, behave or live (full-time or part-time) according to the gender they identify with as a person
- when they undergo treatment related to transitioning, such as surgery or hormone therapy
- when they have received gender recognition under the Gender Recognition Act 2004.

It does not matter which of these applies to a person for them to be protected because of the characteristic of gender reassignment.

This guidance uses the term 'transsexual person' to refer to someone who has the protected characteristic of gender reassignment.

The College will ensure people who plan to start, are undergoing or have transitioned are protected against all forms of discrimination and harassment

Pregnancy and maternity equality

The protected characteristic of pregnancy and maternity applies to a person who:

- is or has been pregnant
- has given birth and is treated unfavourably within a period of 26 weeks beginning with the day on which they gave birth
- is breastfeeding and is treated unfavourably within the period of 26 weeks beginning with the day on which they gave birth.

Outside the 26-week period the student/apprentice may be protected by the sex discrimination provisions.

They are protected even when their baby is stillborn so long as they were pregnant for at least 24 weeks before the birth.

Race equality

Race means a person's:

- colour, and/or
- nationality (including citizenship), and/or
- ethnic or national origin

A racial group is composed of people who have or share a colour, nationality or ethnic or national origins.

A person has the protected characteristic of race if they belong to a particular racial group, such as 'British people'.

Racial groups can comprise two or more racial groups such as 'British Asians'. Racial and cultural diversity is represented at all levels within the Colleges through:

- Challenging racial and cultural stereotypes.
- Understanding, valuing and respecting different racial and cultural backgrounds.
- Integrating equality into our education and training programmes.

Religion or belief equality

The protected characteristic of religion or belief includes any religion and any religious or philosophical belief. It also includes a lack of any such religion or belief.

A religion need not well known to gain protection as a religion. It must, though, be identifiable and have a clear structure and belief system. Denominations or sects within religions may be considered a religion. Cults and new religious movements may also be considered religions or beliefs.

Belief means any religious or philosophical belief and includes a lack of belief.

'Religious belief' goes beyond beliefs about and adherence to a religion or its central articles of faith and may vary from person to person within the same religion.

A belief which is not a religious belief may be a philosophical belief, such as humanism or atheism.

A belief need not include faith or worship of a god or gods but must affect how a person lives their life or perceives the world.

For a belief to be protected by the Equality Act:

- It must be genuinely held.
- It must be a belief and not an opinion or viewpoint based on information available at the moment.
- It must be a belief as to a weighty and substantial aspect of human life and behaviour.
- It must attain a certain level of cogency, seriousness, cohesion and importance.
- It must be worthy of respect in a democratic society.
- It must be compatible with human dignity and not conflict with the fundamental rights of others.

Students, apprentices, staff, volunteers and visitors are treated fairly irrespective of their religious belief and practice or political opinions by:

- respecting a persons' freedom of belief and right to protection from intolerance and persecution.
- providing an environment where everyone can raise issues and debate differences

Sex equality (gender)

In College everyone is welcome regardless of their gender identity

We will

- Challenge gender stereotypes.

- Supporting people in balancing work and home life

Sexual orientation equality (sexuality)

The College will promote sexual orientation and gender identity equality and take action to:

- Challenge discrimination
- Promotion of equality for everyone irrespective of their sexuality
- Respecting different gender identities and lifestyles

Complaints Procedure

If a person (e.g., student, former student, member of the public, employee, third party staff or partner) believes they have suffered any form of discrimination, bullying, harassment or victimisation such cases will be taken seriously. All complaints (*including those from whistle blowers*) will be dealt with in accordance with the appropriate procedure.

Prevent

There is no place for extremist views of any kind whether originating from internal sources – students, staff or governors, or external sources (i.e., online or from specific groups or individuals). It is imperative that our students, staff and third parties (e.g., visitors and partners) see our colleges as safe places where they can discuss and explore controversial issues safely and in an unbiased way and where relevant organisational processes encourage and facilitate this.

As a Group we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our students. We also recognise that if we fail to challenge extremist views we are failing to protect our College community.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by students, staff, visitors or partners will always be challenged and where appropriate dealt with using the relevant disciplinary procedure. Where deemed necessary, the College will alert any concerns about extremism to partner agencies.

British Values

The College community will actively embrace, promote and practice the British values of democracy, rule of law, individual liberty and mutual respect and tolerance of those of different faiths and beliefs and those without. These values will be placed at the heart of the culture of DNCG. The embracing and practice of these values underpins our Prevent Strategy as such acceptance and practice increases the resilience of individuals and helps prevent them from developing extremist views and becoming involved in extremist activity.

Anti-Semitism

DNCG has adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism.

Adoption of the IHRA definition makes a clear, demonstrable commitment to our DNCG community to taking a zero-tolerance approach to antisemitism in all its forms.

Adoption of the definition sends an important message that DNCG will not tolerate instances of antisemitism within our institution, whether that be online or on campus.

Manifestations of anti-Semitism might include the targeting of the state of Israel, conceived as a

Jewish collectively. However, criticism of Israel similar to that levelled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Criminal acts are antisemitic when the targets of attacks, whether they are people or property – such as buildings, schools, colleges, universities or places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews.

Antisemitic discrimination is the denial to Jews of opportunities or services available to others and is illegal in many countries

We are urged to ensure that racism and religious hatred of any kind is not tolerated anywhere, including in our universities and college.

6 Relevant Policies and Procedures

6.1 This policy should also be used in conjunction with the following policies and procedures:

- Safeguarding
- Complaints and Compliments
- Prevention of Bullying, Harassment and Victimisation Policies (for staff, volunteers, subcontractors, students and apprentices)
- Human Resources
- On-line safety
- Social Media and E-Media Policy
- Data Protection and Freedom-of-information
- Personal Relationships at Work Policy
- Freedom of Speech
- Staff Code of Conduct
- Whistleblowing
- Health and Safety
- Marketing

7 Who to Contact with Queries

7.1 Karen Dainty – Associate Director edi, karen.dainty@don.ac.uk
Rachel Maguire - Chief Operating Officer: People and Information, rachel.maguire@northlindsey.ac.uk
Neil Lancaster – Director HR, neil.lancaster@northlindsey.ac.uk

8 Communication

8.1 This Policy will be available externally via DNCG websites and referred to in key documentation. It will be promoted to all partners via the intranet, internal communications, induction and ongoing teaching and learning and CPD opportunities.

9 Authorisation

| | |
|---|--|
| Policy Holder: | Rachel Maguire, Chief Operating Officer – People & Information |
| Union Approval Date: | N/A |
| SLT Approval Date: | 20 November 2024 |
| Governor Committee/ Board Approval Date: | People & Transformation Committee - 20 November 2024 Corporation Board – 11 December 2024 |
| Next Review Date: | November 2025 |

*Policies will be reviewed every three years unless there is a specific requirement to undertake a review more frequently. If for any reason a review does not take place in the planned period, the policy will remain current until a review takes place.

The Equality Impact has been considered on this policy and procedure.