

High Tunstall College of Science



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Equality Information and Objectives Statement

Revised	- April 2022
Stakeholder Consulted	- Staffing, Staff Welfare and Finance Committee
Review Date	- April 2026
Responsibility for Review	- Assistant Headteacher - Curriculum

Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The college's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the college community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Our college is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the college. This environment will be achieved by:

- Being respectful.
- Always treating all members of the college community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole college community understands what inclusive behaviour looks like in the college and how this aligns with the college's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our college with the utmost severity. When an incident is reported, our college is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our students are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive
- Aware of what constitutes discriminatory behaviour.

The college's employees will not:

- Discriminate against any member of the college community.
- Treat other members of the college community unfairly.

The college's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the college provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to students about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.

- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the college community. All staff members are obliged to act in accordance with the college's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

To promote diversity and representation we consider:

- Challenging negative attitudes amongst students.
- Avoiding stereotypes in curricular resources and examples.
- Setting clear rules regarding how people treat each other
- Practice cultural sensitivity
- Maintain consistent communication

Inclusion

In creating an inclusive environment we:

- Build empathy.
- Run inclusive meetings and staff training.
- Incorporate our Inclusion facilities into all that we do including curriculum and staff training.
- Resolve conflict fairly.
- Ensure all students feel supported emotionally, intellectually and academically.
- Extend a sense of belonging regardless of identity and learning preferences.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our college community.

The college's Equality Information and Objectives Policy further outline the college's policies regarding equality.