

BHASVIC

EQUALITY, DIVERSITY AND INCLUSION



BHASVIC is committed to ensuring that everybody in our community (students, staff, parents, governors, and applicants) is treated fairly and equally.

We review and publish our Equality, Diversity and Inclusion (EDI) Policy every four years, and data on our staff and student demographics, called EDIMs, annually. These can be found on our website.

BHASVIC's Mission is to transform lives through learning. The core values of the college are:

- Learning, because we believe this is always possible;
- Respect and Inclusivity, celebrating that BHASVIC is a safe and diverse place to be;
- Collaboration, working for our common good

THE EQUALITY ACT AND PROTECTED CHARACTERISTICS

As an education provider, BHASVIC has a legal requirement under the Equality Act to promote equality of opportunity and avoid discrimination in relation to:



Age



Race



Gender



Disability



Sexual orientation
and gender
reassignment



Faith or belief



Pregnancy



Being married or in
a civil partnership

In addition, BHASVIC undertakes to promote equality of opportunity and avoid discrimination in relation to:



Social or economic disadvantage

EDI IN OUR '7CS' STRATEGIC PLAN

BHASVIC's '7Cs' are: **Commitment, Curriculum, Culture, Contemporary, Creative, Community** and **Control**. Our work to promote equality and human rights, and to tackle inequalities is integrated into our strategic planning to ensure that staff, students and the wider college community understand their responsibilities.

With this in mind, we aim to be:

- an inclusive and accepting college where every individual feels part of a community and where we play an active role in our
- local community to help raise standards and aspirations
- an efficient, fair and intelligently managed organisation
- a college where staff and students are supported, valued and developed in a safe environment, knowing their own wellbeing is key to our success
- a college which allows all students to achieve above and beyond what they think is possible
- an enabling curriculum, providing a broad and balanced, all-round

BHASVIC HAS FOUR EQUALITY OBJECTIVES AND ACTIONS

EQUALITY OBJECTIVE 1

Create, sustain and celebrate an inclusive and diverse work and learning environment which advances equality of opportunity for everyone.

This means we want our whole community to understand the part they play in advancing equality and celebrating diversity. Members of our community can get involved through the Student Council, student-led representation groups, the BHASVIC Inclusivity Group (BIG) and by providing us with feedback on EDI matters, from the curriculum to marketing material.

EQUALITY OBJECTIVE 2

Seek to challenge inequality, prejudice and discrimination.

This means we will actively challenge this type of behaviour, referring to our Bullying and Harassment (student behaviour) and Dignity at Work (staff) policies, when needed.

EQUALITY OBJECTIVE 3

Treat all members with respect and dignity, and seek to provide an environment free from harassment, discrimination and victimisation, including by association and perception. The college will not tolerate any form of discriminatory behaviour against its community, either from other members, or from members of the public.

If you have a complaint about behaviour like this, please use the contacts on the back of this leaflet.

EQUALITY OBJECTIVE 4

No member of the college, visitor or applicant will be disadvantaged, or treated less favourably. Reasonable adjustments will be made to arrangements and premises to ensure access for a diverse range of people. We are aware that due to their age, some of our buildings have physical access issues. If this creates difficulties for you, let us know and we will work you to ensure alternative arrangements are made. If you have any other access needs, please use the contact details overleaf.

Contacts

Inside college:

BHASVIC's EDI and Welfare Coordinator is Aoife Tobin.

01273 552200 extension 4817

a.tobin@bhasvic.ac.uk

Students and staff are welcome to join the BHASVIC Inclusivity Group (BIG), which advises on EDI matters in the college - contact Aoife to find out more. Two 'Gender Champions' can also be contacted, via Aoife, for support in developing innovative approaches regarding gender EDI in teaching and learning.

Staff EDI complaints or queries can also be made to Line Managers, Human Resources and Union reps.

Student EDI complaints or queries can also be made to Personal Tutors, the Student Union EDI Officer, or through the Student Council.

Outside college – some examples of support available:

LGBTU+

Allsorts - www.allsortsyouth.org.uk

Disability

Possability People - www.possabilitypeople.org.uk

East Sussex Hearing Resource Centre: <http://www.eshrc.org.uk/>

BAME

MOSAIC - <https://www.mosaicbrighton.org.uk>

Sussex Interpreting Service - <http://www.sussexinterpreting.org.uk/>

Brighton Voices in Exile - <http://www.brightonvoicesinexile.org/>

BMEYPP - <https://www.facebook.com/bmeypp/>

Religion:

Sussex Muslim Society Trust (SMS) - sms@imamsajid.com

The Inter Faith Network for the UK - www.interfaith.org.uk