

Equal Opportunities Policy

1. Introduction

Bird College is persistent in its commitment to nurturing an environment that champions equality, diversity, and inclusion (EDI) across all aspects of our institution. This policy underlines our dedication to creating a space where every member of our community is valued, respected and provided the opportunity to excel.

2. Purpose of This Policy

2.1. The primary aim of this policy is to

- Ensure equality, fairness and respect are fundamental principles upheld within all employment and educational practices.
- Prohibit unlawful discrimination, in alignment with the Equality Act 2010, across all protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

Advocate against and actively prevent all forms of unlawful discrimination, ensuring inclusivity in our compensation, employment terms, professional development and in every facet of our college's operation. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

3. Our Commitments

- 3.1. **Creating an Inclusive Culture:** Developing an institutional culture that encourages and requires an inclusive approach to work and learning. We will continuously strive to cultivate an environment where diversity is accepted and celebrated.
- 3.2. **Continuous Learning and Development:** We implement comprehensive training programs aimed at enhancing awareness and understanding of EDI principles among all staff and students. This commitment extends to regularly updating these programs to reflect the latest in legal standards, best practices and social expectations.
- 3.3. **Proactive Engagement and Support:** We establish clear channels through which students and staff can voice concerns, report instances of discrimination and seek support. We pledge to respond to all such reports with urgency, sensitivity and confidentiality.
- 3.4. **Reflective Representation:** We strive to ensure our staff and student body reflect the rich diversity of the wider community. This includes targeted outreach and support for underrepresented groups, ensuring equity in access, opportunities and outcomes.
- 3.5. **Policy Transparency and Accessibility:** We ensure this policy is easily accessible to all members of the Bird College community, and clearly communicated to students, staff and stakeholders alike. This includes making the policy available in various formats to accommodate different needs.

4. Agreement to Follow This Policy

This EDI policy is a collective commitment, fully endorsed by Bird College's senior management and agreed upon in consultation with employee representatives, as appropriate.

5. Disciplinary and Grievance Procedures

Bird College has established comprehensive grievance and disciplinary procedures to address complaints related to discrimination, bullying, harassment and victimisation. These procedures are detailed on the College's official website and are designed to ensure fair and impartial resolution of complaints, upholding the rights of all individuals to a safe and respectful learning and working environment.

6. Monitoring and Review

The effectiveness of this policy will be regularly monitored and reviewed at least annually, to ensure it meets the evolving needs of our community and remains compliant with legal and regulatory standards. Feedback from the college community will be actively sought and considered in the review process to ensure continuous improvement and alignment with best practices in EDI.

7. Commitment to Action

Bird College recognises that a policy alone cannot bring about the change we seek. It will be through our collective actions, commitment and vigilance that we will embody the principles of equality, diversity and inclusion. We are dedicated to implementing this policy

comprehensively, ensuring it permeates every aspect of our college's culture, practices and policies.

8. Document Control:

Document title: Equal Opportunities Policy

Version	Author		Reviewed/Authorised	
	By	Date	By	Date
1.1	Unknown	11.10.2011	Simon Morgan	10.08.2016
1.2	Simon Morgan	26.10.2016	Simon Morgan	25.11.2016
1.3	Serap Keles	19.03.2024	Luis DeAbreu	25.03.2024

Issue: 1.3

Date of current issue: 19.03.2024

Date of next review: 19.03.2025