



Suffolk
New
College

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Learner Equality, Diversity and Inclusion Strategy

Policy Title:	Learner Equality, Diversity and Inclusion Strategy
Author:	Director of Transition, Foundation and Inclusive Learning
Approved by:	Senior Management Team
Last review date:	March 2023
Review date:	March 2025
Reviewed:	2 yearly
Related Policies & Procedures:	Bullying & Harassment Policy, Data Protection Policy, Trans Student and Staff policies, Single Equality Scheme, E & D Policy, High Needs Exemption Policy.



Equality Impact Assessment Tool

Name of Policy: Learner Equality, Diversity and Inclusion Strategy

		Yes/No	Comments
1	Does the policy/guidance affect one group less or more favourably than another on the basis of:		
	Race or ethnicity	No	
	Disability	No	
	Gender	No	
	Religion or belief	No	
	Sexual orientation	No	
	Age	No	
	Marriage and Civil Partnership	No	
	Maternity and Pregnancy	No	
	Gender Reassignment	No	
2	Is there any evidence that some groups are affected differently?	No	
3	If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?	N/A	
4	Is the impact of the policy/guidance likely to be negative/	No	
5	If so, can the impact be avoided?	N/A	
6	What alternatives are there to achieving the policy/guidance without the impact?	N/A	
7	Can we reduce the impact by taking different action?	N/A	

OUR COMMITMENT

Suffolk New College strives to be an outstanding inclusive college where all learners feel valued and respected, having a fair and equal chance to reach their potential. We aim to respond to the diverse profile of needs expressed by our learners and celebrate the diversity of the College community.

Suffolk New College is committed to ensuring that all of our learners experience a fair, open and equal environment. The College is passionate about not only meeting the statutory requirements but to also embed equality diversity and inclusion into all aspects of College life.

OUR COMMUNITY

We welcome learners from all backgrounds and value and actively celebrate the benefits that diversity and difference bring to the College and our society. We are building a College community that through its leadership, recruitment, teaching and learning is free from discrimination and secure and confident in its diversity and inclusion. The College is committed to ensuring that every individual learner is valued, supported and respected. We welcome and celebrate the unique talent and experience of each individual learner.

OUR ROLE

This strategy brings together our commitments to equality, diversity and inclusion for our learners and embraces all members of our College community in tackling inequality and promoting diversity and inclusion. We will continue with our efforts to break down barriers and challenge unfairness, and ensure opportunities and experiences which help learners reach their full potential.

WORKING TOGETHER

We aim to go beyond statutory requirements to ensure our learners, staff and partners have the best experience possible. We believe that Equality, Diversity and Inclusion is an essential ingredient for overall quality improvement. Equality, Diversity and Inclusion is everyone's responsibility. This strategy helps reinforce this responsibility so everyone works together to ensure that the college is truly inclusive.

KEY AIMS

the college will ensure that it creates an inclusive environment that embraces equality and diversity through:

1. CURRICULUM DESIGN, TEACHING, LEARNING AND ASSESSMENT

- All curriculum will be planned and designed with learner needs at the forefront
- Enrolment processes and initial assessment prior to courses beginning will be used to personalise support for learners, including those with inclusion needs, and ensure that the appropriate advice and guidance is given regarding the suitability of a course, route or level.
- Teaching and learning environments will be designed to support through the use of location, specialist teachers and equipment to give the best possible experience for learners.
- All teaching, learning and assessment resources will ensure that they reflect and promote Equality, Diversity and Inclusion where appropriate, and support non gender norms.
- All staff will take steps to ensure that ALL learners have access to ALL opportunities, differentiating to meet individual needs where appropriate
- Reasonable adjustments and risk assessment will be put in place to ensure all learners have equity of opportunity, and are supported in their learning.
- Learners with EHCPs will be enrolled up to the age of 25, but only where they are making educational progress. Where a learner with an EHCP is ready to transition, transition support will be put in place to ensure they can successfully transition into paid employment, community and voluntary work and/ or independent living.
- Our Fresh Start courses together with our partnership with the Prince's Trust, will ensure that we can provide education for those that struggle to transition into college.
- Our ESOL curriculum will focus on supporting learners from different nationalities, ethnic backgrounds and religious beliefs and will support integration into Britain and the College, whilst respectfully acknowledging cultural and religious beliefs and differences.

- We will ensure that LSP support is bespoke for learners, and learners are encouraged to develop skills in independence, using assisted technology where appropriate, rather than being overly reliant on LSP support. This will involve a graduated response model, where in some instances support from LSPs is gradually removed over a period of time, where appropriate.

2. COLLEGE POLICIES AND PROCESSES

- Every opportunity will be given throughout each academic year for learners to disclose any disabilities or learning difficulties or other needs relating to their learning that they may have. The College will, through a culture of inclusivity, ensure an environment in which people feel able and confident to disclose and to see disclosure as the right course of action. The College will always provide reasonable adjustments in response to disclosure and will never disadvantage a learner on the basis of such needs.
- All those contracting with the College will be made aware of the College Learner Equality, Diversity and Inclusion strategy and related policies and will be expected to comply with them. Equality, Diversity and Inclusion issues will be raised in College visits to employers and with learners on work based learning.

3. SUPPORT FOR WORK BASED LEARNERS AND APPRENTICES

- Work based learners will be empowered and supported to challenge practices and behaviours in the workplace which they feel contravene College's policy in relation to Equality, Diversity and Inclusion.

4. FINANCIAL SUPPORT

- Free college meals, a bursary scheme and a hardship scheme will be in place to ensure that education is available for all, regardless of financial status.
- Adult specific curriculum will be planned so that education can be accessed at any age. Fee remission and the promotion of the advanced learner loan will be put in place to help enable adults to engage in learning.

5. EMPOWERING LEARNER/APPRENTICE RESPONSIBILITY

- All learners/ apprentices should be aware of this policy, and should actively ensure that the college community is an inclusive environment, without prejudice or discrimination.
- All learners/ apprentices should report any incident of discrimination, regardless if this is from a peer, a member of staff or an external stakeholder.

IMPACT

The impact of this strategy will be measured through:

- Outcomes of learners, to ensure there are no achievement gaps for disadvantaged groups, LLDD, HN or EHCP learners.
- OFSTED and external verification of our process and outcomes.