

Equality Statement - BSA's Commitment to Equality, Diversity and the Promotion of British Values

Date Approved:	10/07/2023	Approved By:	Managing Director		
Next Review Due Date:	10/07/2025	Manual ID Number:	BSA 009	Version No:	1
Author and Responsible Manager:	Head of Centre				
Applicable to:	Staff and Students				
Publication:	Staff SharePoint and Website				

Document Control

Version	Date	Author	Notes on Revisions

Contents

Section	Section Title	Page Number
1	Equality Statement	3
2	Scope	3
3	BSA Commitments	3
5	Responsibilities	5

1. Equality Statement

Blackpool Skills Academy is committed to promoting, maintaining, and supporting equality and diversity in all aspects of our business.

Our Aim is to work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise.

We will remove unnecessary barriers for all our students and staff through appropriate education, training, and development.

We will continue to support our students, staff, Managers and Leaders to demonstrate the principals of equality, diversity, and inclusion in their everyday activities.

This policy emphasises our commitment to providing equality and fairness to all who learn and work within the BSA community. All employees and students will be given help and encouragement to develop their full potential and utilise their unique talent.

2. Scope

This policy and the principle of non-discrimination and equality of opportunity apply to all employees and students. This includes job advertisement, recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures, and termination.

This policy does not form part of any employee contract of employment and may be amended at any time.

The Equality Act 2010 sets out ways in which it is unlawful to treat someone, including direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

3. Blackpool Skills Academy commitments:

- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that we can apply corrective measures.
- To make training, development, and progression opportunities available to all staff.

This policy is not about being treated equally- but more about being treated fairly. It also involves undertaking prejudice and promoting the understanding of differences within a group of people.

At BSA we act on promoting the four British Values

- The rule of Law.
- Democracy
- Individual liberty
- Reciprocal respect for others and to tolerate others with different or no beliefs.

Earnestly promoting the values means challenging opinions and or behaviour of staff and students and ensuring that the values are not undermined. BSA are passionately involved in promoting and encouraging students to:

- Identify right from wrong in all aspects including to respect the civil and criminal law.
- Accept responsibility for their behaviour and to understand how they can add positively to those who live locally and to society in general.
- Develop their self-knowledge, self-esteem, and self-confidence
- Acquire a greater knowledge of respecting public institutes and services.

We follow four main objectives to meet or in most cases exceed the requirements of the equality duty, the promotion of our British values and our own BSA values, these consist of:

Objective 1.

- To continue to recognise, prioritise, address and diminish any significant gaps in retention, progression and achievements between groups of students.

Objective 2.

- To further develop and promote a socially comprehensive and accessible learning group for the staff and students, by targeting potential disadvantaged groups. This consists of people undergoing gender reassignment, people with disabilities, carers, people alienated from their families or other groups who have been identified by ourselves or external organisations.

Objective 3.

- To ensure equality and diversity is to be fully exceptionally developed within the curriculum and that all bullying, discrimination or harassment is denounced appropriately. All this will be documented and kept as evidence via quality processes including, lesson observations, meetings and student input and feedback. We also ensure that development and support are always available for staff so that they are about to take part actively in the part above.

Objective 4.

- To work with employers and the local community to raise further the BSA profile as a leader in the field of equality and diversity, by means of awards, external recognition, when appropriate and accreditation.

At BSA we all have a responsibility for promoting and upholding the values as a community which is:

- Ensure that quality and equality are the responsibility of all of us who work and learn here.
- Investigate any allegations of discrimination and hate crime.
- Actively promote equality and our values by valuing and respecting differences between people.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organisation's work activities.

What this means:

Blackpool Skills Academy is an environment where:

- We have zero tolerance for bullying, harassment or any form of discrimination or hate crime.
- We strive towards diversity.
- We all accept our responsibility to uphold equality and show courtesy, respect and to show fairness to others.
- Physical, social, and economic barriers to access are reduced.
- Excellent teaching, learning and assessments are the key to our accomplishment.
- The environment is welcoming and supportive.

4. Responsibilities

Employees of Blackpool Skills Academy have a duty to act within this policy, ensuring it is followed and to draw attention to any suspected discriminatory acts. Whilst the organisation is potentially liable for any discriminatory acts carried out by students or staff, the individual who carries out the discriminatory act can also be personally liable.