



Equality Diversity and Inclusion (EDI) Policy

Rase Veterinary Nursing College not only fulfils its legal position in relation to current and future equality legislation, but additionally goes beyond compliance in providing and promoting “Opportunities for all to succeed”, free from any aspect of discrimination, harassment or victimisation.

This Policy applies to all current employees, volunteers, apprentices and visitors at the centre.

The EDI Policy will be reviewed annually. Where new legislation is introduced, interim reviews will be held.

Rase Veterinary Nursing College (RVNC) will comply with the general equality duty by:

- Provide a positive working, learning and social environment
- Promoting respect for all and celebrating diversity
- No person is disadvantaged by any conditions or requirements, which cannot be shown to be justified
- Make reasonable adjustments which help to make assessments fair for all
- Work towards eliminating any form of unlawful discrimination, harassment and victimisation; and associated barriers based on a protected characteristic and other status including background and other personal circumstances.
- Advancing equality of opportunity between people who share one or more protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not
- RVNC understands and acknowledges that on some occasions, individuals and groups may be treated more favourably than others because of their protected characteristic in order to advance equality.

The nine Protected Characteristics set out by the Equality Act 2010 are:

- age
- disability
- race
- pregnancy and maternity
- religion or belief (including lack of belief)
- gender reassignment
- sexual orientation
- marriage and civil partnership
- sex (male or female)

To comply with the specific duties requested upon Further Education Centres by the Equalities Act 2010 RVNC will:

- Prepare, publish and demonstrate equality objectives.
- Give due regard to the specific duties when developing, evaluating, and reviewing policies and services.

Rase Veterinary Nursing College commitment to EDI:

- The Head of Centre will be responsible for identifying the need for staff training and updating in respect of equality and diversity. Ensure everyone accepts their responsibility to uphold equality and show respect to others
- RVNC is committed to equality and diversity as part of its colleague Continued Professional Development requirements.
- Each colleague and associate of the organisation will be required to read and adhere to this policy.
- The organisation will comply with current legislation in the areas of colleague recruitment, career development and promotion.
- Promote staff and apprentice/learner engagement, awareness and support.
- The organisation will take steps to ensure that people from groups currently underrepresented in its workforce are encouraged to apply for posts.
- Family friendly practices will be considered and actively promoted during recruitment and personnel development.
- Commitment is demonstrated to EDI through widening participation, actively seeking educational and social inclusion, fostering an inclusive and safe culture, valuing equality, and respecting and celebrating diversity.
- They promote awareness of EDI through training and information, advice, and guidance.
- Monitoring and review of equality and diversity policy and objectives on an annual basis and produce a brief report including Action Plan on effectiveness of the policy.
- As part of our daily business, we will monitor key areas, review policies and procedures and identify areas for improvement under the principles of this policy.

- We are committed to monitoring recruitment, selection, apprentice and employment data to ensure that we are not discriminating in any of our practices and we are continually improving the services we are offering. The results of any monitoring procedure will be reviewed to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all apprentices and colleagues.

Recruitment

- Job descriptions, where used, will be reviewed regularly and all job requirements will be reflected accurately within the document
- Our staff recruitment and selection process, policies and practice are designed to ensure that when employment decisions are made they are based solely on the skills and qualities required for the position and comply with all relevant employment legislation and best practice standards.
- Short listing and interviewing will be carried out by more than one person where possible
- We will adopt a consistent, non-discriminatory approach to the advertising of vacancies

Training and promotion

- Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.
- Access to training and development will be based on business need and all decisions relating to this will be made within the overall framework and principles of this policy.
- The course that current staff have undertaken can be found at the following link :
https://www.highspeedtraining.co.uk/courses/business-essentials/equality-and-diversity-training-course/?_gl=1*u7c6yk*_up*MQ..&gclid=CjwKCAjw-O6zBhASEiwAOHeGxXN4hQt5LF6As85PGMp-vt1nJGcLP7rmWO-szjPogzyqF8ZWIS96PxoCRUIQAvD_BwE

Apprentice Involvement

- All apprentices will be made aware of the existence of this Equality and Diversity Policy and every effort will be made during the application process to stress that programmes embrace equality and diversity opportunities and applications are welcome from all.
- We will promote awareness of EDI to the apprentice through information, advice and guidance provided at inductions and in the apprentice handbook.
- EDI will be embedded within all session plans and reference will be made to the apprentices when appropriate
- As part of our commitment to EDI we have posters promoting British values in the teaching and communal areas.
- Apprentices are encouraged to discuss EDI and design posters to display in the teaching areas on their beliefs on EDI
- Apprentices are encouraged to promote EDI where possible and protect each other's characteristics.

- Apprentices/leaners share their experiences in a discussion format at the start of each academic year.

Training provider

- All work placement providers and employers will be made aware of the existence of this Equality and Diversity Policy and every effort will be made during recruitment to stress that programmes embrace equality and diversity opportunities and applications are welcome from all.
- Copies of this Equality and Diversity policy will be made freely available to Work placement providers, employers upon request and on the centres website.
- Work placement providers and employers will be required to conduct their undertakings within the guidelines of this policy.
- Work placement providers and employers must agree to this Equality and Diversity policy unless they already hold a similar written policy which is acceptable to RVNC and meets the requirement of current legislation

Complaints and Investigations

- Investigate and take appropriate action for all complaints relating to any strand of equality.
- All complaints made in regards to unfair treatment or discrimination will be taken seriously and investigated within ten working days by a senior manager.
- A report of such complaints and investigations together with action taken will be held on file by the organisation for three years.

Documents Associated with this Policy:

- ✓ Equal Opportunity Policy
- ✓ Safeguarding and PREVENT Policy
- ✓ Apprentice Admissions Policy and Procedure
- ✓ Inclusive Learning Policy and Procedure
- ✓ Continued Professional Development Policy

This policy will be reviewed annually. Staff will sign to say they have read, understood and will implement this policy.

Dr Norrie Graham BVSc MRCVS

Date:

Principal

Rase Veterinary Nursing College