



**Myerscough
College**

INSPIRING EXCELLENCE

FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Equality) Policy

Myerscough College is committed to advancing Fairness, Respect, Equality, Diversity, Inclusion and Engagement in all we do.

The College not only fulfils its legal position in relation to current and future equality legislation, but additionally goes beyond compliance by inspiring excellence and enabling staff and students to fulfil their potential free from any aspect of discrimination, harassment or victimisation.

Positively contribute to the advancement of equality and good relations.

It requires equality considerations to be reflected into the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review.

Abbreviations and Definitions

Term	Definition
The College	Myerscough College – also referred to informally throughout this document as ‘us’ and ‘we’.
The Corporation	Myerscough College
You/ Your	The term is used in reference to any employee of the College.
FREDIE	FREDIE Principles, Fairness, Respect, Equality, Diversity, Inclusion and Engagement
LiD	Leaders in Diversity
HR	Human Resources
GDPR	General Data Protection Regulations
Personal data	Any information that relates to a living individual who can be identified from that information. Processing is any use that is made of data, including collecting, storing, amending, disclosing or destroying it.

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1. Statement

2. Scope

When does this policy apply?

This policy applies to all conduct in the College (education and the workplace) and also to conduct outside of the College that is related to College or your work (e.g. at meetings, social events and social interactions with colleagues or other students) or which may impact on Myerscough College's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to the College).

3. Legislation

- Equality Act 2010
- Public Sector Duty
- Special Education Needs and Disability Act 2001
- Human Rights Act
- Data Protection Act 1998
- Freedom of Information Act 2000
- Health & Safety Act 1974
- Modern Slavery Act 2015

4. FREDIE Principles

The College is committed to advancing equality through the FREDIE Principles and being Leaders in Diversity. The College strives to develop an inclusive community culture in which everyone can feel valued and in which everyone received fair and equal treatment regardless of their background. FREDIE is embedded across all college practices, services and behaviours and is threaded into the College strategic values. We actively champion the FREDIE principles in our college and wider community.

- Fairness
- Respect
- Equality
- Diversity
- Inclusion
- Engagement

5. Rights and Responsibilities

Myerscough College will comply with the general equality duty by:

Aims of the Equality Duty:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and for those who do not.

The College has due regard for our responsibility in carrying out its functions. Having due regard means consciously thinking about the 3 aims of the general duty as part of the process of decision making. The College will further have due regard to advance equality involving:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- Fostering good relations to tackle prejudice and promoting understanding people who share a protected characteristic and others.

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)

Furthermore, Myerscough recognises and extends this policy to include where appropriate, social status and deprivation, homelessness, unemployment, asylum and refugee status or membership of a trade union, or for any identifiable cause protected by law.

As part of our commitment to drive race equality and tackle discrimination, Myerscough adopts the following working definition of antisemitism published by the International Holocaust Remembrance Alliance (IHRA):

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

The College will work with staff and students to raise awareness and tackle different forms of racism and discrimination such as antisemitism.

The College will comply with all legislation, statutory and non-statutory codes of practice and our contractual requirements relation to equality and diversity.

To comply with the specific duties requested upon colleges by the Equalities Act 2010 Myerscough College will:

- Publish information (primarily on its website) to demonstrate the College's compliance with the general equality duty.
- Prepare and publish equality objectives.
- Give due regard to the specific duties when developing, evaluating and reviewing policies.
- Give due regard to the specific duties when designing, delivering and evaluating services, including co-educational provision.

6. Intent and implementation

- Promoting respect for all and celebrating diversity.
- Provide a positive working, learning and social environment.
- 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.
- Myerscough College 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.

In order to realise our commitment to FREDIE, the College will:

- Ensure everyone accepts their responsibility to uphold equality and show respect to others.
- Hold regular FREDIE Strategic Group meetings with cross- college representation to ensure FREDIE is embedded across all decision making, policy, procedure, projects and activities.
- Engage leadership and management with the FREDIE Principles, objectives and action plan through the FREDIE Strategy Group.
- Produce an annual FREDIE action plan to support the development and provision of equality and diversity. The action plan will be monitored and reviewed by the FREDIE Strategy group.
- Embed FREDIE into the self-assessment and quality improvement process.
- Seek staff engagement, awareness and support through the Staff Forum and wider staff voice.
- Seek student engagement, awareness and support through a variety of learner involvement and engagement strategies.
- Ensure that the Senior Leadership Teams will review all policies and procedures to ensure that a commitment to FREDIE is continually evident. Equality impact assessments may be conducted on key strategic documents, projects and policies related to students, human resources and partnerships at the time of their revision: these will also take into consideration environment, activities and resources.

- Demonstrate its commitment to advancing the FREDIE principles through widening participation, actively seeking educational and social inclusion, fostering an inclusive and safe culture, valuing equality and respecting and celebrating diversity.
- Promote awareness of FREDIE through training and information, advice and guidance.
- Investigate and take appropriate action for all complaints relating to any strand of equality.
- Continue to hold Disability Confident and Leaders in Diversity
- Ensure that awareness and training around FREDIE and Equality and Diversity, advice and guidance and support will be provided to ensure that all staff, students understand their duties and obligations in law.
- Demonstrate its commitment through the procurement policy to buy goods and services competitively, economically, fairly and efficiently, with due regard to all legal requirements. We have however, clear ethical business values and practices and we expect our suppliers to adhere to these throughout the supply chain.

7. Complaints

Formal complaints should be made in writing to the Director of Corporate Services, in accordance with the College's Complaints Policy and Procedure.

8. Documents Associated with this Policy

- Anti-bullying Policy and Procedure (Students)
- Employee Discipline Policy and Procedure
- EIA (Equality Impact Assessment) Procedure
- Inclusive Learning Policy
- Procurement Equality and Diversity Policy
- Child Protection and Safeguarding Policy and Procedure
- SEND Policy and Procedure

9. Monitoring, Review and Evaluation

The College will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied via the FREDIE Strategic Group. Where new legislation is introduced, interim reviews will be held.

Reports of breaches of this policy will also be reported in HR, Complaints, Student disciplinary and Safeguarding Reports to SLT and Governors.

10. Equality

All Myerscough College Policies are subject to screening for Equality Impact Assessment

Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a negative impact on grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage or civil partnership, sex or sexual orientation

We not only fulfil our legal position in relation to current and future equality legislation, but additionally go beyond compliance in providing and promoting “Opportunities for all to succeed”, free from any aspect of discrimination, harassment or victimisation.

All staff have a duty of care to look after the interests of and support their colleagues. This policy takes account of our commitment to eliminating discrimination, identifying and removing barriers and providing equal opportunities for our learners, staff and visitors to ensure that no one feels excluded or disadvantaged.



Document History			
Author:	Director of Student Support and Welfare	Ref and Document Version:	EDI - V1 FREDIE V2 FREDIE V3
Approval:	Senior Leadership Team	Approval Date:	September 2020 August 2021
Review Date:	September 2022		
Publication:	Staff Intranet Student Intranet Website		
Quality Assurance			
This Policy and Procedure maps to the following external quality assurance frameworks			
Framework		Framework Section Reference(s)	
Education Inspection Framework			
MATRIX			
QAA			
QIA			
ESFA			
Key Changes to Document			
<ul style="list-style-type: none"> • Change of title - EDI to FREDIE • Include new College Mission and Values • Inclusion of FREDIE Principles • Additions of Partners and suppliers in scope • Refresh of language throughout the policy • Addition of the adoption of the definition of antisemitism <p>August 2021 – Amended Statement Scope – addition of personal responsibility. Addition – When does this policy apply? Appendix- added ‘Types of discrimination’</p>			

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Myerscough College not only fulfils its legal position in relation to current and future equality legislation but fully commits to the FREDIE Principles.

All staff have a duty of care to look after the interests of and support their colleagues. This policy takes account of our commitment to eliminating discrimination, identifying and removing barriers and providing equal opportunities for our learners, staff and visitors to ensure that no one feels excluded or disadvantaged.

Safeguarding and Child Protection

All staff have a responsibility to support and promote the College’s commitment to providing a safe environment

for students, staff and visitors.

Additionally, all staff have a responsibility to report any safeguarding or Prevent issues to the Designated Safeguarding Lead.

Appendix 1 - Types of discrimination

There are various types of discrimination prohibited by this policy. The main types are:

1. Direct discrimination

Direct discrimination occurs where one person is treated less favourably than another because of a protected characteristic set out in this policy. By way of example, refusing to promote a pregnant employee on the basis that she is shortly due to go on maternity leave would be direct discrimination on the protected characteristic of the employee's sex.

Other types of direct discrimination are:

- Associative discrimination - this is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, an employee is discriminated against because his/her son is disabled.
- Perceptive discrimination - this is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where co-workers believe the individual is gay. It applies even if the person does not actually possess that characteristic.

2. Indirect discrimination

Indirect discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate. For example, a requirement for UK based qualifications could disadvantage applicants who have obtained their qualifications outside of the UK; this could amount to indirect discrimination on the grounds of race.

3. Victimisation

Victimisation is where an employee is treated less favourably than others because they have asserted legal rights against Monitor or assisted a colleague in doing so. For example, victimisation may occur where an employee has raised a genuine grievance against Monitor and is demoted as a result.

4. Harassment

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual." It is important to remember that it is not the intention of the harasser but how the recipient perceives their behaviour, which determines whether harassment has occurred. Please see the College's HR and student related policies for further details of how the College will deal with bullying and harassment (identified in Section 8 of this policy).