

# EQUALITY AND DIVERSITY STRATEGY (GLA)

Policy Group: Equality and Diversity

Effective: August 2020

Approved: Gail Crossman, Director of  
Performance and Development

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# GUIDANCE

Values | Vision | Tone of Voice

## Values



## Vision

Transforming lives through learning

## Tone of voice

Our tone of voice takes its direct influence from our core values.

We are passionate about people and learners and are driven to get the best out of everyone by getting to understand them. We are caring and supportive, as well as being determined and strive for growth. We talk with purpose and enthusiasm in a way that connects and empowers people.

Innovation is at the heart of Learning Curve Group and we're always thinking about what's next!

## SUMMARY CHANGES

Date	Page	Details of amendments

## I. INTRODUCTION

We have always thrived by seeking to maintain an open and inclusive multi-culture community. We believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community.

## II. PURPOSE

The Equality & Diversity Strategy (E&D) 2020-2021 builds on strong foundations of our policies and procedures, legal compliance, specific objectives set out in operational and strategic plans secured over the last few years.

The Strategy is the next step in a journey incorporating adoption of the Equal Opportunities Policy, Equal Pay Reviews and the Equality and Equal opportunities action plan. Its rationale is reflected in the quality improvement plan and information reports which highlight data, initiatives and activities in response to issues and priorities identified via monitoring, benchmarking or impact assessment.

With the aim of taking forward the complex process of embedding equality and diversity into the culture, mind-set and functions of the business, the Equality and Diversity Strategy seeks both to maintain these achievements and enhance them further. With this aspiration at its centre, the Strategy identifies key objectives on which to focus, with the aim of bringing about real improvements in these target areas over its duration. This development brings up-to-date the process required in law of reviewing, revising and publishing Equality Objectives. These priorities have been identified through consultation and engagement, data analysis, insights gathered from central and local benchmarking and sector expertise. They add to our well-established core activities of promoting equality and diversity, developing best inclusive practice, and maintaining compliance with equalities legislation.

## III. POLICY

### **VISION AND PRIORITIES**

We have a fundamental commitment to progressing equality, diversity and inclusion as guiding principles in pursuit of excellence in teaching, learning and research. Our success and reputation are underpinned by the belief that an equitable and supportive environment is integral to the pursuit of education, learning and research at the highest international levels. We believe in enabling all in our community to access opportunities to learn and progress, and that diverse perspectives and experiences must be valued equally.

The Strategy outlines work that will be undertaken over the next five years to ensure an

environment for work and study where the rights and dignity of staff and Learners are upheld, and all are able to perform at their best. It incorporates a supporting Action Plan.

## **CONTEXT**

In reviewing and refining our objectives to develop this Strategy, we have been guided by funding bodies to identify, address and remove inequality and disadvantage where evidence, qualitative or quantitative, shows these exist, so that all talent is nurtured and the quality of experience enhanced. This goes hand-in-hand with the fundamental importance of promoting the benefits of embedding equality, diversity and inclusion to create the vibrant conditions essential for achieving and maintaining excellence in training.

The integration of these principles into mainstream policy and practice within a legal framework to tackle disadvantage and discrimination is essential for inclusion.

We are mindful of our obligations with regard to the Equality Act 2010 and its focus on the protected characteristics of age, gender, sexual orientation, pregnancy/maternity/paternity, religion or belief, race, disability, marriage/civil partnerships and gender reassignment. The University has specific responsibilities under the Public Sector Equality Duties to:

- Pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between people from different protected groups

These responsibilities are fully incorporated into this Strategy along with the publication of information on protected characteristics within the Equality and Equal opportunities policy and implementation plan.

## **OBJECTIVES**

This E&D Strategy outlines an operational framework within which objectives are identified, addressed and implemented. Progress against each milestone will be closely tracked at senior level and reported to relevant governance bodies, maximising opportunities for robust consideration of issues and their potential solutions.

Examination of both culture and practice is required in order to identify and address complex problems, and bring about the changes needed to end disadvantage and discrimination. There are no instant solutions but we intend to approach and tackle inequality and disparity in the Hairdressing, Barbering and Beauty sector that has the purpose of contributing to a productive economy, healthy society and a sustainable environment. Some issues are generic to the sector, such as the need to secure greater diversity and gender balance in education. Other issues are particular to individual employers, local motivations for embedding equality and diversity, or the aim to offer a particular world-class experience.

The combination of these collective and individual efforts illustrates the highest priority placed in the aim to ensure that all staff and Learners are able to progress and flourish, regardless of difference, in their studies, research, academic or professional careers.

### **KEY OBJECTIVES**

In this context, our Equality & Diversity Strategy highlights the following key issues to focus on and take forward over the next five years. These objectives are all equally important and will contribute to achieving the changes needed to advance our commitments in this area.

- To identify opportunities and barriers related to recruitment, progression and management of a diverse body of staff, and achieve greater diversity at senior levels of the organisation
- To tackle gender inequality, addressing particular barriers faced by women in academia, supporting the career progression of academic, research and professional women staff, and taking action to close the gender pay gap
- To address disadvantage in Learner learning, and attainment and issues in Learner satisfaction in relation to the protected characteristics
- To ensure an environment for work and study that is inter-culturally inclusive, supportive of Learner and staff parents and carers, encourages authenticity and upholds the dignity and respect of all
- To increase engagement in equality, diversity and inclusive best practice across the business through participation in training, learning opportunities, joint working and shared objectives

### **We will undertake the following approaches to endorse equality and diversity within the learner recruitment and programme delivery:**

- Undertake Equality surveys to prepare for programme delivery
- Use appropriate recruitment and publicity materials that promote equality
- Promote gender equality throughout the recruitment process
- Provide Careers Education Information Advice and Guidance from the onset, throughout the learner journey and on completion
- Promote disclosure of disabilities when enrolling learners
- Assess, review and update all policies relation to Equality and Equal Opportunities
- Review, monitor and update equality action plans
- Offer flexible delivery arrangements to support learners with childcare if it is a barrier to learning
- Tailor a support programme to meet individual needs

- Liaise closely with external stakeholders to support unemployed learners in to work experience or full-time employment
- Develop stronger links with external Stakeholders
- Provide a structure and content delivery suitable for men and women

## Appendix

3.4A - Equality and Diversity Action Plan and Outcomes

## IV. RELATED POLICIES

2.12 - Sustainable and Development Policy - GLA

2.12A - Appendix Sustainable Development Implementation Plan – GLA

3.3 - Equality and Equal Opportunities Policy – GLA

3.3A - Appendix Equality and Equal Opportunitites Plan - GLA