

Equality, Diversity and Inclusion Policy

Purpose of the policy

All members of the Community Learning Service (CLS) are entitled to be treated fairly, with dignity and respect, and to work and study in a welcoming, safe and supportive environment. This policy exists to ensure that CLS promotes and integrates equality, diversity and inclusion throughout all of its services and activities. This policy complements the Portsmouth City Council policy [equality-strategy-2019-22-final.pdf \(portsmouth.gov.uk\)](https://www.portsmouth.gov.uk/equality-strategy-2019-22-final.pdf)

Scope of the policy

This policy applies to all learners enrolled with CLS, all staff, governors, subcontractors and visitors

Policy statement

CLS is committed to promoting and embedding equality, diversity and inclusion in all that we do. We welcome all who would benefit from studying with us regardless of background. We are proud of the diversity of the CLS community and we strive to recognise, value and celebrate differences, where everyone is enabled to achieve their full potential and flourish. We are opposed to all forms of violent, abusive and discriminatory behaviour and work to tackle inequality and promote diversity and inclusion for all protected characteristics.

Everyone learning with, working at or visiting CLS has the right to feel comfortable, valued and productive in what they are doing.

To achieve this we will:

- Provide high-quality, responsive provision, services and support that meet individual needs of learners, staff and service users
- Monitor learners and their achievement according to protected characteristics and, where necessary, take action to close equalities gaps.
- Challenge inequality and discrimination to ensure a safe and equal learning and working environment
- Embrace and celebrate the diversity of our learners, staff and local communities
- Promote equality and British Values in our policies, procedures, plans and practices
- Ensure that learners have a good understanding of equality, diversity, inclusion and British Values
- Ensure that teaching materials, resources and publicity are inclusive
- Ensure that our learners and staff reflect the community of Portsmouth
- Involve staff, learners and stakeholders in securing improvements to our programmes, services and learning and work environment
- Provide an environment where learners and staff feel safe to disclose protected characteristics
- Ensure that staff challenge discrimination and promote equality, diversity and inclusion
- Make reasonable adjustments for the specific needs of individuals
- Investigate complaints of discrimination and harassment

CLS will not tolerate:

- Racist, sexist, homophobic or anti disabled slang, jokes or graffiti
- Offensive remarks about someone's appearance, race, sexuality, gender, age, ability, disability, beliefs or religion
- Unwelcome physical contact
- Offensive posters, literature or internet material including content of a radical/extremist nature
- Bullying, harassment or discrimination of any kind

Compliance with the policy

The policy will be evaluated for compliance through: learning walks, observations, quality reviews, self-assessment and learner feedback. Also through complaints, grievance learner profiles and achievement.

Responsibility for the policy

The maintenance and updating of this policy is the responsibility of the CLS Service Manager and will be reviewed annually. Responsibility for the implementation and compliance with this policy lies with all staff and learners.

Review date: March 2022