

Equality and Diversity Policy for Students

*Review History:			
Date of review	Reviewed by	Reason for review	Amendments
September 2022	Group Academic Director	Annual review	Policy creation
September 2023	Group Academic Director	Annual review	Company branding
September 2024	Group Academic Director	Annual review	None

**Policies will be reviewed annually or more frequently if there are any legal changes or as good practice requires.*

Aims

Promoting positive and inclusive attitudes towards equality and diversity is an integral part of BSC's values. We are committed to equal opportunities for all and to ensure everyone working or studying at BSC is treated fairly, with dignity and respect.

This policy outlines our stance and how we aim to ensure no student receives unfair or discriminatory treatment on the grounds of age, disability, gender, marriage or civil partnership, pregnancy and maternity, race, religion, belief or non-belief, sex or sexual orientation

Subject to statutory provisions, no applicant, student or trainee will be treated less favourably than another because of her or his belonging to one or more of the protected groups listed above.

BSC will ensure that its policies, procedures and practices comply with current legislation, including:

- The Equality Act (2010) and associated secondary legislation.
- Criminal Justice and Immigration Act (2008).
- The Racial and Religious Hatred Act (2006).
- The Civil Partnership Act (2004).
- The Gender Recognition Act (2004).
- Criminal Justice Act (2003).
- The Human Rights Act (1998).
- The Protection from Harassment Act (1997).
- Special Educational Needs and Disability Act (2001).

BSC will make reasonable special arrangements within our capability to support students who are neurodiverse or who have Special Educational Needs and Disabilities (please refer to our SEND policy).

In order for college teams to make any reasonable adjustment, we ask students, parents and agents to inform us of any disabilities or special needs upon booking and/or prior to arrival.

If any student considers themselves to be suffering from unlawful discrimination, harassment or victimisation because of their belonging to any protected group, they may make a complaint via their college team as per the complaints policy. This will be dealt with according to our procedures for dealing with bullying and harassment, as appropriate.

BSC will actively promote good practice and will:

- Seek to eliminate unlawful discrimination, harassment and victimisation of protected characteristics (these can be actual, perceptive or associative)
- Aim to advance equality of opportunity for those with a protected characteristic
- Continually review its policies to ensure a positive impact
- Actively promote an inclusive culture in its colleges and central teams, within its teaching, learning and assessment, social and co-curricular activities
- Publish this policy to allow access to team, students and their families, agents and other stakeholders

Notes

Age: BSC celebrates and values the diversity of students of all ages, what each student can bring to the classroom and what we can learn from each other. Our adult colleges accept students aged 16 and above and our teachers are experienced in ensuring the classes offer something to everyone, regardless of age. Teachers will plan weekly with their class and we actively encourage students to be open and forthcoming with their needs and preferences.

Disability: BSC will make all reasonable adjustments for students who inform us of their particularly disability. This could include visual or auditory impairment or a physical disability.

BSC acknowledges that many of our colleges are based in older, sometimes listed buildings that unfortunately cannot accommodate wheelchair users or those who find using steps and stairs difficult. We encourage anyone with a physical disability to contact their local BSC representative for more information on the most suitable location for you to book their course.

Race, Religion & Belief: Our colleges and classrooms are international, with BSC team members, students and trainees from across the globe. We do not select or class people according to anything other than language level and course choice. We embrace and celebrate the diverse cultures in our colleges and will not tolerate any discriminatory behaviour.