



Richmond upon Thames College (RuTC) Equality, Diversity and Inclusion statement

RuTC has its students and staff at the heart of everything it does. In our core business areas of teaching, safeguarding, training, recruitment, retention and progression we are mindful of the diverse needs of those we work with.

The ethos and philosophy of RuTC is to turn equality intent into equality action and to demonstrate this commitment. We will ensure we remain a College that serves the community with our values and commitments to Equality, Diversity and Inclusion and Human Rights at the heart of our operation. We believe that we will proactively eliminate all forms of discrimination where they exist and prevent them from occurring in the first instance.

Our Equality, Diversity and Inclusion policy demonstrates RuTC's commitment to ensuring we remain a College that serves the community with our values at the heart of its operation.

As a College, alongside our policy we will publish the following documents on our website, and update them annually:

- Annual Equality Report
- Equality, Diversity and Inclusion Action plan

Publishing relevant equality information will make the College transparent about its decision- making processes, and accountable to their service users

The RuTC key objectives highlight the commitment to:

- Implementing the necessary actions and training to ensure that equality is advanced and embedded for all in the context of corporate and curriculum policies which guide the delivery of the whole College business
- Engaging and communicating, both internally and externally, with learners, staff, visitors and the wider community where appropriate, in relation to the above
- Ensuring a College wide commitment to advancing and embedding EDI and that it is understood by all
- Ensuring that the RuTC Policy and Strategy is linked to the mission statement and strategic objectives
- The principle of equal opportunities is embedded in service delivery and that gender equality is promoted
- All activities are fully accessible to disabled people in line with our public duty under the 2010 Equality Act
- Monitoring impact of equal opportunities policies across the provision are in line with the detailed operational plans and the annual self-assessment report

- Ensuring that the policy is informed by current legislation, the current Ofsted Framework for Inspection, and is supplemented by all other corresponding RuTC documents, including:

Annual Equality and Diversity Report

Equality, Diversity and Inclusion Action plan

Anti-bullying Policy

Child and Vulnerable Adult Protection Policy

Data Protection Policy

Grievance Policy and Procedure

Marketing Policy

Learner Assessment and Appeals Procedure

Guidance for Transgender staff and students

LGBT inclusion

Reform to Gender recognition Act 2019

RSE Act 201

Safe Recruitment Policy