



Equality, Diversity and Inclusion Statement

Version 2021

EQUALITY, DIVERSITY AND INCLUSION STATEMENT

The Senior Leadership Team encourages everyone that works for, or learns with Joseph Chamberlain College, to reach their full potential in an environment which is respectful and that values individual difference. At Joseph Chamberlain Sixth Form College, valuing diversity and promoting equality is essential and governs the way we work with each other and our approach to all learners and stakeholders.

The College aims to promote equal opportunities for everyone and will actively implement its equalities policies in order to combat discrimination and to promote good relations between different groups.

We are proud to be located in Birmingham, and value the diversity of all the communities we serve. We acknowledge and celebrate the different backgrounds, cultures, languages, abilities and beliefs of our learners and staff. The college aims to promote community cohesion, and to provide a safe and harmonious learning environment where everyone feels that they belong.

The College works within existing legislation relating to Equality, Diversity and Inclusion and will take a range of actions each year to ensure it meets its general and specific public sector duties. We are opposed to, and will tackle, any harassment and all other discriminatory attitudes and behaviours in relation to the protected characteristics of the Equality Act i.e. age, disability, ethnicity, (including race, colour, nationality), gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, religion and belief and sexual orientation, but also in relation to social background, class and trade union affiliation.

We will continue to take positive action to address any under-representation in the student, staff or governor profile, and to tackle any gaps in the success, retention or achievement rates for any equality group. We will also work to eliminate any barriers that might inhibit the success or progression of any groups of students or staff.

We will uphold and promote through our all our activities, the values of respect and tolerance both for each other and for visitors to the College.