

Our Commitments

We will welcome and celebrate diversity and make sure everyone is treated fairly and has the same opportunities to aspire and achieve. We will also go beyond our statutory duties to consider issues such as rurality, economic and social deprivation.

We will do all we can to understand and meet the needs of our learners and staff. In doing so, we will make reasonable adjustments and proportional changes to our processes and procedures.

We will treat all individuals with dignity and respect and provide an environment that is free from prejudice, bullying, harassment and unlawful discrimination.

We will be open and transparent in how we report and publish the work we are doing to advance equality and promote an inclusive culture at Boston College.

We will challenge direct and indirect discriminatory behaviour and practice at every opportunity. We will expect our staff to be pro-active in identifying actual or potential barriers that place our learners or staff at a disadvantage or where under representation exists.

We will promote and share best practice and provide our staff and associates with the knowledge, skills and confidence they require to meet their equality and diversity responsibilities.

These commitments reflect our values:-

- Brave
- Respectful
- Inspiring
- Growing
- Hopeful
- Truthful
- Energetic
- Nurturing



boston:college

EQUALITY, DIVERSITY AND INCLUSION

STATEMENT



<https://www.youtube.com/watch?v=I0f9r4gt0IY&feature=youtu.be>

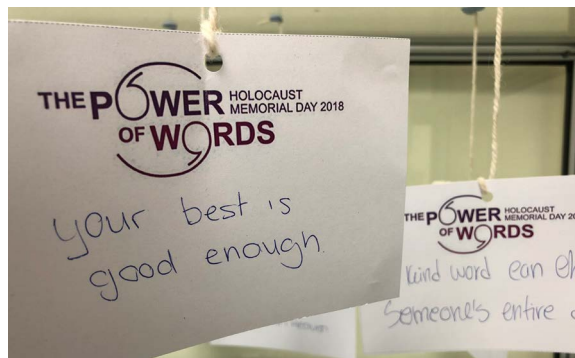
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Advancing equality, diversity and inclusion so that it is central to our college culture will help fulfil our vision and mission:

"Brilliant Today, Better Tomorrow"

"To ensure that all our students achieve their brilliant 'best' for themselves, their employers, their communities and for the future"



➔ JUST Lincolnshire partnered with Boston College to commemorate Holocaust Memorial Day. The College hosted a number of Hate Crime themed events to reinforce the topic, 'Speak Up, Speak Out'.

We also recognise our duties under the Equality Act and other relevant legislation. This includes the Public Sector General Equality Duty which requires public bodies such as ourselves, to:

- ➔ **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.**
- ➔ **Advance equality of opportunity between people from different groups.**
- ➔ **Foster good relations between people from different groups.**

Underpinning this statement are our employer, student and visitor policies and procedures. Each give consideration to equality, diversity and inclusion and are routinely analysed and monitored to ensure they achieve the desired impacts and outcomes.



Certain groups with 'protected characteristics' are covered under the Act. The protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and Maternity
- Race (this includes ethnic or national origins, colour or nationality)
- Religion or Belief (this includes lack of belief)
- Sex
- Sexual Orientation

SEE OUR COLLEGE VALUES



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