



Bromley Adult Education College
Equal Opportunities Policy
2020-21

As part of the London Borough of Bromley, Bromley Adult Education College works within the LB Bromley Equal Opportunities Policy, a copy of which is attached.

In addition to working within the LBB ethos, Bromley Adult Education College (BAEC) is committed to equality and is keen to promote an inclusive environment that celebrates diversity and does not discriminate against any individual or group of people.

Students with a disability, as defined by the Equality Act 2010, will be supported throughout their learning and reasonable adjustments will be made to enable their achievement.

Where a course leads to internal or external accreditation, suitable arrangements will be applied for to enable any student with a disability or learning difficulty to achieve the qualification on an equal basis with the rest of their class.

BAEC buildings are fully accessible to people who use wheelchairs, they have adapted toilets and lifts. Hearing induction loops are installed in most classrooms. All public areas, including classrooms, corridors, café and toilets are well lit. BAEC can provide specialist equipment including voice activated software, adapted keyboards, large screens, Braille facilities, reading pens and coloured overlays, on request, subject to availability.

Wherever possible, individual requirements will be met to enable students with a disability, as defined by the Equality Act 2010, to participate in courses and achieve their learning goals.

Head of Adult Learning

Qualifications Officer

Date



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Elena Diaconescu



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Jane Monaghan

01/09/20

This policy is due for review in August 2021

BROMLEY COUNCIL EQUAL OPPORTUNITIES POLICY STATEMENT

The Council treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals. We strive to ensure that this belief is embodied in the way we provide services, in our employment practices, and how we work with our partners/agencies in the community.

We will, with our partners, agencies, contractors and all other associated organisations, work to eliminate unlawful discrimination and promote equality of opportunity and good community relations.

This policy statement supports the Council's vision of 'Building a Better Bromley' by recognising that improved customer satisfaction must drive all of our actions and that this can only be achieved if all customers can access our services in a fair and consistent manner.

BUILDING A BETTER BROMLEY AND EQUAL OPPORTUNITIES:

A Better Bromley will be a place where everyone feels safe: we will build a cohesive community in which people respect, tolerate and understand each other. To that end the Council understands and promotes the Equality Act 2010 and the core elements of the Public Sector Duty namely;

- Promote equality of opportunities;
- Eliminate discrimination; and
- Promote harmony between people of different backgrounds.

Also to that end, the Council recognises and adheres to the International Holocaust Remembrance Alliance (IHRA) definition of Anti-Semitism. People of all faith or religion (including no religion) and any other backgrounds are encouraged and welcomed to contribute to 'Building a Better Bromley'.

A Better Bromley will be trusted by local people and provide excellent services: we will engage residents in the democratic activities of the Council. By listening to our customers and ensuring that everyone who requires our services has fair and equal access to them, we will maintain trust of local people and continually improve service provision.

A Better Bromley will be a vibrant place where people choose to visit and do business: by ensuring equality and promoting good community relations we maximise the potential for growth and prosperity in the Borough.

A Better Bromley will provide assistance and support to encourage fulfilled and independent lives for all, and especially for the elderly: by providing opportunity and flexible services, all residents, especially the elderly, can continue to have fulfilling and independent lives whereby they can continue to have a noticeable and positive impact on the borough.

A Better Bromley will provide all children and young people with opportunities to fulfil their potential: by investing in the Borough's young people we can take steps to address and prevent anti-social behaviour and we can also enhance their opportunity to gain and maximise their skills for later life.

We will ensure that we connect with and support all young people and their parents so that each has a fair and equal opportunity to succeed in life, become a responsible citizen and develop prosperity and pride in the Borough.

A Better Bromley will be a borough that is considered 'excellent' by the community it serves: by reflecting in the views of our customers and engaging them in service development and improvement initiatives, we will ensure that everybody has equal access to services, facilities and employment opportunities.

Guiding Principles

Principles of Service

Our service plans will identify and take account of the needs of people from all sectors of our society, and consider the likely impact of policies and services on them;

We will consult as widely as possible with all sectors of our community, relevant voluntary agencies and representative groups, about any policy change that will impact upon them;

We will monitor and review our services to ensure that all people, regardless of their background or circumstance, enjoy a fair and equal opportunity to access them and take appropriate action where this is not the case;

We will work in partnership with the relevant voluntary sector groups, as appropriate, to deliver our services.

Principles of Employment

We will promote the Council as an employer of first choice to all sections of the community. The Council is also committed to workforce development and recruiting the best person(s), and would therefore actively recruit and support high potential individuals regardless of their background.

We will ensure that all employees and potential employees are treated equally and fairly and will ensure that no applicants for jobs are discriminated against in the recruitment and selection process.

We will review the recruitment, promotion, training and development of our staff and the composition of our workforce, in line with our statutory obligations.

We will consult all employees and recognised trade unions on workplace issues and listen carefully to their views.

We will inform customers and employees about our policies and progress on equality of opportunities.

We will not tolerate harassment and discrimination of any kind within the Council and will take prompt and effective action whenever it occurs.

We will support our managers' right to manage, and also the right of staff to be managed fairly.

Principles of Community Leadership

We will provide leadership and support to our community partners.

We will aim to ensure that principles of equality and good community relations are embedded in the work that the Council does with public, voluntary and private sector partners.

We aim to strengthen existing good community relations by promoting a better understanding of all community groups.

We will develop policies, provide services and allocate resources in ways that are fair to the whole community.

2018/2019

