



Choices College – Equality Objectives

Document Control:

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Author / Lead	Linda Selby
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Target Audience	<ul style="list-style-type: none">• Choices College Staff (including temporary/bank/agency staff, volunteers/individuals on work experience)• Contractors engaged by the NHSE and Choices College• Partnership organisations who are involved with internship agreements with Choices College aims and goals
Stakeholders engaged in development of Policy (internal and external)	N/A
Impact Assessments Undertaken	N/A

Version History:

Version	Date	Author (Name and Title)	Summary of amendments made
1.0	Jul 2023	Linda Selby	Last amendment
2.0	Oct 2023	James Barrick	New template formatting
2.0	May 2024	Paula Martin-King	New format approved
0.4			
0.5			
0.6			
1.0			

1. Introduction

1.1. Choices College is committed to promoting equality and diversity, providing

an inclusive, caring, and supportive environment, which is committed to the promotion of genuine equal opportunities for all our students and staff. We recognise that every member of the College is regarded as of equal worth and importance, irrespective of his/her faith, culture, class, race, gender, sexuality and/or disability.

2. Objectives

2.1. These objectives are:

- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school community.
- To actively close gaps in attainment and achievement between students and all groups of students
- To continue to improve accessibility across the College for students, staff, and visitors with disabilities, including access to specialist teaching areas.
- Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
- Monitor the incidences of the use of homophobic, sexist, and racist language by students in our school. If such incidences arise, educate young people through our curriculum and support, so that they understand and respect other people's views and beliefs.
- Create more opportunities for student leadership and participation in promoting awareness of equality and diversity.
- Develop personal development resources that support the College in achieving the above objectives.

2.2. In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

3. Arrangements for Review

3.1. This policy will be reviewed no less frequently than every two years. An earlier review will be carried out in the event of any relevant changes in legislation, national or local policy/guidance, organisational change or other circumstances which mean the policy needs to be reviewed.

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

4. Executive Summary

Since April 2023, Choices College has been part of NHS England and as such, this policy should be read in conjunction with the relevant and associated NHS England policy/policies.

5. Associated Policies, Guidance and Documents

Associated Policies:

- Equalities Act 2010
- Public Sector Equality Duty.
- HEE Equality, Diversity, and Inclusion