



## Newham College Equality, Diversity, and Inclusion Report

September 2021

### **College Statement**

We are an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. We aim to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. We seek to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles, and circumstances. Our values apply to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored, and policies and practices are amended if necessary, to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct, or indirect, overt, or latent exists.

All employees, casual workers, contractors, or self-employed consultants whether part time, full time or temporary, are treated fairly and with respect. Selection for employment, promotion, training, or any other benefit is based on aptitude and ability.

Equality of opportunity, valuing diversity and inclusion is to the benefit of all individuals in our College as we seek to develop the skills and abilities of all our people.

### **Equality, Diversity, and Inclusion Definitions**

#### **Equality**

Equality is ensuring individuals or groups of individuals are treated fairly and no less favourably regardless of their protected characteristics. Equality is not about treating everyone the same, but about making sure that people are given equal access to opportunities.

#### **Diversity**

Diversity is what makes us different. Age, gender, ethnicity, religion, disability, sexual orientation, education, national background, and life experiences, and more are examples of our differences.

## **Inclusion**

Recognising diversity alone is not enough; we need inclusion to ensure that diversity is embraced. Inclusion harnesses and celebrates our diversity to the benefit and greater good of the organisation, those who work in it and the wider industry. It's about bringing diversity into action, allowing everyone to feel included and where people are proud to pull together to create environments of mutual respect.

## **Our commitment as an Employer**

The College is committed to:

- creating an environment in which individual differences and the contributions of our staff are recognised and valued
- entitling every employee, casual worker, contractor, or self-employed consultant to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- providing training, development, and progression opportunities to all staff
- understanding equality in the workplace is good management practice and makes sound business sense
- reviewing all our employment practices and procedures to ensure fairness

## **Our commitment as an FE service provider**

The College is committed to:

- providing services to which all students/learners are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities, or social class
- making sure our courses are delivered equally and meet the diverse needs of our students/learners users by assessing and meeting their diverse needs

## **What our Internal Data currently tells us**

As at September 2021, based on a headcount of 488 staff, examples of our data are as follows:

### **Age**

Under 25	- 9%
25-34	- 17%
35-44	- 24%
45-54	- 28%
55-64	- 19%
Above 65	- 3%

### **Disability**

No	- 85%
Yes	- 5%
Not Disclosed	- 10%

### **Ethnicity**

Asian	- 30%
Black	- 20%

Mixed - 3%  
White - 32%  
Other - 5%  
Not Disclosed - 10%

#### **Gender**

Female - 61%  
Male - 39%

#### **Sexual Orientation**

Gay/Lesbian/Bi - 1%  
Heterosexual - 19%  
Not disclosed - 80%

#### **Religion or Belief**

Atheist - 5%  
Christian/Catholic - 33%  
Hindu - 3%  
Muslim - 27%  
Other - 2%  
Not disclosed - 30%

\*Answers with less than 10 responses, i.e Buddhist, Jewish, Sikh have been grouped as Other

#### **Our Commitments:**

We will continue our journey with Investors in Diversity and other accredited organisations, to develop and embed our full Equality, Diversity, and Inclusion Strategy and realign where necessary our policies and practices including continuing to review and close the gaps in our equal and gender pay.

We will implement more robust data metrics to report on all statistics relating to Equality, Diversity, and Inclusion, including:

Age, Disability, Ethnicity, Sexual Orientation, Gender reassignment, Religion or belief, Pregnancy or maternity, Marriage or civil partnership, Equal pay, Gender Pay Gap