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J.G. Hale Construction Ltd is committed to promoting equality, recognising, respecting, and celebrating diversity and tackling discrimination

Our mission is to promote good working relations within the heart of a thriving community that is first choice for learners and employers. It aims to raise aspirations, maximise potential and change lives for all individuals

Our Strategic Objective 6 is to promote and embed equality and diversity in all aspects of the organisation and Respect is a key Value

This Policy sets out the core strands and measures to ensure that J.G. Hale Construction Ltd delivers on its commitment to Equality and Diversity and outlines the roles and responsibilities of all staff

Equality and Diversity Statement

J.G. Hale Construction Ltd is committed to equality and diversity in all aspects of their work

We are committed to ensuring that all who learn or work at the Company are treated fairly and with respect

The Company respects and values differences in age, race, gender, sexual orientation, disability, mental health, religion, belief and non-belief, economic and social background. **This means that the Company will:**

- Put its workforce and their learning at the heart of all we do
- Aspire to excellence and ensure that equality and diversity, fairness and respect are the responsibility of all
- Actively promote equality by valuing and respecting differences between people
- Listen to and value the views of employees and others
- Ensure that all lessons promote diversity and value differences
- Ensure that all allegations of discrimination, harassment or bullying are investigated and tackled
- Recognise that everyone's needs are different and will make reasonable adjustments to ensure that all physical, social and economic barriers to access and progression are minimised
- Enable all who learn and work at the Company are empowered to reach their full potential and, where appropriate, provide a support package designed to meet the needs of individuals
- Be proactive in its responsibility to uphold equality and to continually improve its practices


Legislation

Under the Equality Act 2010 the Company must:

- Promote equality and diversity
- Tackle discrimination, harassment and victimisation
- Foster good relations between different groups of people

It must do this by:

- Removing or minimising disadvantages
- Taking steps to meet the needs of all the workforce

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- Encouraging people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Tackling prejudice
- Promoting understanding

The Equality Act 2010 sets out definitions of “protected characteristics” or groups that experience disadvantage and lists these as:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief and non-belief
- Sex (Gender)
- Sexual Orientation

Core Strands


J.G. Hale Construction Ltd has identified 4 Core Strands as a key focus in 2021/22. These are:

- Actively promoting equality and diversity across the organisation
- Tackling bullying and discrimination
- Embedding equality and diversity in teaching, learning and assessment
- Narrowing achievement gaps between different groups of learners

Core Strand 1: Actively promoting equality and diversity across the organisation

This will be achieved by 4 measures:

- Equality and Diversity aspects will be promoted in Hales/Sevenoaks Strategic Plan, Value Statements, related strategies and development plans
- Policies and procedures will be implemented and monitored to actively promote equality and diversity amongst staff, employers and other partners
- Training will be delivered in equality and diversity to ensure leaders, managers, staff understand their roles and responsibilities and how these relate to other policies, for example the Whistle-blowing policy
- The Company will be proactive in ensuring it continually improves its practices and approaches to ensure training for all its workforce

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Core Strand 2: Tackling bullying and discrimination

This will be achieved by 2 measures:

- Staff will be protected from harassment, bullying and discrimination, including those based with employers and at other external sites
- Incidents and complaints specifically about equality, diversity and bullying will be proactively managed and acted upon, including, where appropriate, disciplinary action and providing counselling and support

Core Strand 3: Embedding equality and diversity in teaching, learning and assessment

This will be achieved by 5 measures:

- Curriculum and programme offer will meet the needs of the locality
- Teaching, learning and assessment will promote equality, support diversity and tackle discrimination, victimisation, harassment, stereotyping or bullying
- Staff will use materials and teaching methods that foster good relations and are sensitive to and promote equality of opportunity

Core Strand 4: Narrowing the achievement gaps between different groups of learners

This will be achieved by 3 measures:

- Challenging targets will be set, the performance and destinations of different groups of the workforce will be carefully monitored and appropriate action will be taken to narrow any identified gaps
- The impact of Companies equality and diversity activities will be thoroughly evaluated, and appropriate actions will be taken in response
- Data analysis will include social and economic deprivation.


Roles and Responsibilities

The Governing Body is responsible for:

- Promoting Equality and Diversity on behalf of the Company
- Making sure that the Company stays within the law and fulfils all its statutory duties in respect of Equality and Diversity legislation
- Ensuring that effective policies and procedures are in place to maintain and continually improve the quality of Equality and Diversity throughout the Company

The Managing Director will be responsible to the Company for providing high quality leadership on equality issues relating to:

- Age
- Disability

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- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief
- Gender
- Sexual orientation
- Ensuring that Equality and Diversity is continually promoted and comprehensively implemented in all aspects of the Company's work

Head of Quality is responsible for:


- Monitoring performance data and trends, and assist in the development of strategies to narrow any achievement gaps between the workforce
- Organising the programme of J.G. Hale Construction Ltd staff development and training
- Steering Equality and Diversity initiatives
- Monitoring compliance across a range of staff and workforce issues
- Monitoring the implementation of action
- Reporting to Senior Management
- Providing advice on putting the Companies Policy into practice
- Assisting in any alleged breaches of the Companies Policy
- Coordinating activities which promote positive relations and tackling discrimination
- Overseeing the Policy review
- Managing complaints and incidents with reference to J.G. Hale Construction Ltd
- Organising employee involvement and consultation

The HR Manager is responsible for:

- Monitoring and assessing the effects of the Equality and Diversity Policy on other Companies policies
- Linking the Equality and Diversity Policy to the Companies' Strategic Plan and ensuring that equality and diversity targets are included in the Plan
- Ensuring that the Companies publicity material and information reflects the Company's commitment to Equality and Diversity
- Presents appropriate messages about minority groups
- Embedding promotion of our Companies issues and resources

The Learning Support Manager is responsible for:

- Ensuring that the Company takes all reasonable measures to provide equal access and appropriate support for employees with disabilities
- Ensuring that the system for employee's disclosure is in place and effective
- Providing additional support data
- Identifying support needs and implementing support plans in a timely manner

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The Head of Human Resources is responsible for:

- Ensuring that adequate arrangements exist for effectively monitoring data of staff, and encouraging staff with disabilities to disclose
- Ensuring that student statistics are available on an ongoing basis from the College database for staff to analyse and produce reports

All staff have personal responsibility for:

- The practical application of the Companies Policy to all areas of their work
- Keeping up to date with training
- Being prepared to deal with unlawful discriminatory incidents

Ownership, Consultation and Review

Ownership of the Companies Policy will be ensured by:

- Providing information to staff about resources and developments
- Widespread and effective consultation with all employees and during the Companies Policy review
- The promotion of the Companies awareness during staff and employees inductions

Author MP Whelan

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