

Bristol Baptist College

Equality, Diversity & Inclusion Policy Statement

A commitment to equality, diversity and inclusion is fundamental to our College's core values, ensuring effective ministerial training for our students within a positive and supportive culture, where all staff and students feel empowered and respected.

Equality, diversity, and inclusion requires a strong commitment and concerted action to build an inclusive environment where opportunities are open to all, diversity is valued, and where everybody can reach their full potential without fear of harassment, prejudice or discrimination. Every person in our college community has a responsibility for making the College an inclusive environment where all members of our community feel welcome.

Our work to embed equality, diversity and inclusion is anchored in the Biblical truth that we are all made in the image of God. Based on this premise the duties as applied to the protected characteristics (see below), set out in the Equality Act 2010 that require us to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

It is the general expectation that all members of staff, including others who may be working on behalf of the College, will behave in an acceptable manner – treating others with courtesy, respect and consideration – and conducting themselves professionally when interacting with members of the College community. Unacceptable behaviour including bullying, harassment and victimisation or discrimination – including but not limited to the protected characteristics covered by the Equality Act 2010 – will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant College procedures – [Equal Opportunities Policy](#) and [Dignity at Work Policy](#).

Our **Board of Trustees** has ultimate accountability for compliance with the Equality Act and will observe and work within the Guidelines contained within the Ministerial Recognition Rules of the Baptist Union of Great Britain, for ensuring that we are able to demonstrate compliance by:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

Removing any existing and potential barriers to inclusion is critical to creating an inclusive work and study environment where people feel welcomed, valued, and supported. The college's ethos is to ensure that our structure is such that we fully embed inclusion into any decisions, policies or activities that may impact on people.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.