

## Student Equality, Diversity & Inclusion Statement 2018

QMC celebrates and promotes equality and diversity for all. We aim to create an environment where everyone feels safe and valued and within which they are treated with dignity and respect irrespective of:

- Whether or not they have a disability/additional need
- Their ethnicity, culture, national origin or national status
- Their gender and gender identity
- Their religious and non-religious affiliation or faith background
- Their sexual orientation
- Their marital or civil partnership status
- Whether they are currently pregnant or have recently given birth
- Their age
- Whether or not English is an additional language for them
- Which school they attended
- Their socio-economic status

We expect students, staff and visitors to help us achieve this aim. We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, students, students' families or visitors may face. We will comply with the Equality Act 2010. We aim to challenge any instance of prejudice and or/harassment. In line with our statutory duty, we will refer any cases of bullying where a link to extremist threats or potential radicalisation is suspected to the appropriate authorities.

If you, as a student, are unhappy about anything concerning Equality and Diversity at College, you have a number of options. You could:

- Talk to your personal tutor
- Talk to one of your subject tutors
- Talk to Beth Linklater
- Talk to Lisa Hotten, Lead Teacher for Equalities
- Fill in a 'suggestions, comments and complaints' form and put it in the box provided (form and box can both be found at the Help Desk.)
- Make an official, written complaint. Details of this and other steps you can take are outlined in the Students' Charter



If you, as a member of staff, are unhappy about anything concerning Equality and Diversity at College, you have a number of options. You could:

- Talk to the HR and Commercial Ops Director
- Talk to Ali Foss (Principal) or Mark Henderson (Deputy Principal)