



Document Title	Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) Policy 2024-2027
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Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) Policy 2024-2027

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Section 1 – Introduction

As a public sector organisation, the RNN Group falls under the **public sector equality duty**, which is a duty on **public authorities** to consider how their policies or decisions affect people who are **protected** under the Equality Act 2010 by the transparency of publishing equality information, which is accessible to the public.

This FREDIE policy includes the Group’s legal obligation of the Single Equality Scheme.

The RNN Group is committed to promoting an inclusive environment that meets the needs of all students, giving them the motivation, self-confidence and skills, they need to change their lives.

We have made a firm commitment to the key principles embodied by FREDIE

Fairness – Being reasonable, right and just.

Respect – Having due regard for feelings, wishes and rights of others.

Equality – Where every person has equal rights and every person has a fair chance.

Diversity – Diverse means different. We are all different so diversity includes us all. The concept of diversity encompasses understanding, acceptance and respect.

Inclusion – Where every person feels respected, valued and that they fit in with the organisational culture.

Engagement – Two-way commitment and communication between an organisation and its employees.



At the RNN Group, we recognise that advancing equality necessitates understanding and accommodating individual needs and capabilities. Within a truly diverse community, we celebrate and value our differences. Inclusivity remains at the core of our endeavours, guiding everything we do.

The RNN Group believes that in order to deliver high quality education and develop student's knowledge, skills and behaviours to prepare them for life; a culture of fairness, respect, equality, diversity, inclusion and engagement must be embedded throughout the organisation.

The RNN Group takes seriously its commitment to providing a workplace for employees free from unlawful discrimination and harassment of any kind.

The implementation of a robust Inclusion Policy is a key way in which the RNN Group seeks to meet both its statutory public sector equality duty responsibilities and its own aspirations for an inspirational and inclusive learning and working environment.

Section 2 – Purpose

The purpose of the FREDIE policy is to set out the Group's commitment to an inclusive and supportive environment for students, staff and visitors that is free from discrimination, where all are able to participate and where everyone has the opportunity to fulfil their potential. Equally, the FREDIE policy sets out the Group's expectations, which each member of the RNN Group community has a responsibility to adhere to and uphold the Policy.

This FREDIE Policy promotes positive attitudes towards inclusivity and valuing diversity. It also seeks to ensure that all who are subject to the Group's policies, practices and procedures are treated fairly and are not treated less favourably on the grounds of any of the 9 protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation and marriage and civil partnership (this only applies in respect of eliminating unlawful discrimination). Appendix 7.3 explains the detail of the Equality Act 2010 protected characteristics.

The RNN Group will create a curriculum and learning programmes that reflect the communities that we serve and will promote equality of opportunity so that all learners can thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique. The FREDIE policy sets out the Group's commitment to ensure better outcomes for disadvantaged students, including those who have high needs – significantly narrowing the achievement gap between students from the most and least disadvantaged backgrounds.

Legislative Framework

The Inclusive Policy has been written in line with the requirements of the Equality Act 2010. The RNN Group will work within the remit of the Public Sector Equality Duty and fulfil its duty by having due regard to:

- Eliminate discrimination, harassment, victimisation and any conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.



The RNN Group extends the principles embodied in the FREDIE policy to all students, staff and visitors.

Under the statutory duties detailed above, the Group has a duty to promote fundamental British Values and our strategy to achieve this can be found in the Group's Prevent Duty Risk Assessment and Action Plan.

Section 3 – Principles

FREDIE stands for Fairness, Respect, Equality, Diversity, Inclusion and Engagement, and for the RNN Group and its Colleges (Rotherham College, North Notts College, Dearne Valley College and University Centre Rotherham) it is the backbone of a truly inclusive culture.

Diversity is good for business and diverse workforces are collaborative, creative, and are more understanding of diverse market needs.

The Group will:

- Promote FREDIE to all our stakeholders, embedding the principles in all aspects of the RNN Group.
- Actively promote a culture of equality, value diversity and seek to eradicate bullying, discrimination, radicalisation and extremism.
- Be inclusive in all areas of the curriculum and all aspects of college life.
- Monitor and address any gaps in the experience, outcomes, satisfaction, retention and achievement of any identified group of staff and students.
- Take positive action to address any under-representation of specific groups within our staff and student body.
- Challenge stereotypes and biases to create a welcoming environment for everyone.
- Remove barriers to access and participation, making the Group more inclusive for individuals from all backgrounds.
- Encourage a diverse range of perspectives to enrich our community.
- Develop an inclusive and safe environment where the voice of staff, students, and other stakeholders (particularly those from groups with protected characteristics), is heard and acted upon.
- Celebrate and value the diversity brought to the organisation by individual students and members of staff.
- Make reasonable adjustments for students and staff in accordance with identified needs wherever possible within the statutory criteria.

We want everyone whether staff, students or parents / carers to feel they belong to a fair organisation / Group of Colleges that fosters inclusion through identifying common ground and finding opportunities for connection by recognising a fundamental need for respect that all human beings can understand and appreciate.

In its commitment to students, the Group will:

- Deliver services to students in a way which is sensitive to their culture, ethnic background, beliefs, sexual orientation, gender, age and disability.
- Ensure the curriculum offer reflects the needs of potential and existing students, and embeds the principles of fundamental British Values.



- Provide teaching and training that supports students to overcome barriers and achieve their potential.
- Make clear the Group's expectations and commitments to the promotion of FREDIE and celebration of diversity in marketing materials, at events, working with our local communities and throughout the student journey.

In its commitment to staff the Group will:

- Ensure all staff policies and procedures are inclusive, promote equality of opportunity and are not discriminatory in their implementation
- Work towards the achievement of a workforce that is representative of the local community.
- Ensure training, development and progression opportunities are available to all staff.
- Arrange training for staff on relevant equality and diversity topics, and include equalities issues in training on employment practices.
- Consult with appropriate staff to identify any potential barriers to recruitment, promotion and retention.
- Act on any unlawful or unfair discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits.
- Ensure compliance with all legal duties and specific requirements in relation to the promotion of equality and diversity including action plans and impact assessments (appendix x). Impact assessments will be undertaken at the final stage of all new policies and policy reviews, and will check that policies are inclusive for all and are written using gender-neutral language, in conjunction with staff and union representatives.
- Retain accreditation of Investors in Diversity Award.

Section 4 – Roles and Responsibilities

All RNN Group Governors, students, staff, contractors and visitors are aware of their responsibilities in relation to the Public Sector Equality Duty and the Single Equality Scheme.

The Governing Body has a responsibility to:

- Ensure that RNN Group meets all its duties under the Single Equality Scheme and other relevant legislation.
- Identify and appoint a designated Governor of the Corporation with lead responsibility for equality, diversity and inclusion.

The Principal and Chief Executive is responsible for:

- Role modelling and promoting FREDIE principles.
- Providing a high-profile lead on all equality and diversity matters and promoting the FREDIE Policy both internally and externally.
- Appointing a member of the Senior Leadership Team to have lead responsibility for equality, diversity and inclusion.
- Holding all staff accountable for the promotion and embedding of the FREDIE principles.

The Senior Leadership Team is responsible for:

- Role modelling and promoting FREDIE principles.



- Ensuring that the RNN Group meets its legal obligations relating to equality, diversity and inclusion.
- Ensuring that equality, diversity and inclusion analysis is carried out on all senior level proposed policies and decisions where appropriate.

Ensuring that an internal audit review of equality, diversity and inclusion is included in the Group's audit and risk schedule. The Senior Leadership lead for Equality, Diversity and Inclusion is responsible for:

- Ensuring that the RNN Group meets its legal obligations relating to equality.
- Ensuring that the Single Equality Scheme and the Annual Report is reviewed and published within the agreed timeframes.
- Reporting and monitoring on progress of the agreed action plans.
- Monitoring Equality Impact Assessments.
- Coordinating work on equality and diversity in conjunction with the equality and diversity management group.

All RNN Group Managers are responsible for:

- Role modelling and promoting FREDIE principles.
- Ensuring that all staff they are responsible for know their responsibilities in relation to equality, diversity and inclusion.
- Ensuring that procedures relating to staff recruitment, selection, career development, discipline and grievance are carried out in accordance with the statutory duties to promote equality and eliminate discrimination.
- Fostering a culture in which equality, diversity and inclusion considerations are embedded into their work areas.
- Ensuring that staff and students are encouraged and enabled to reach their full potential. Identifying appropriate staff development to meet the needs of their respective areas.

Human Resources are responsible for:

- Communicating the policy to all staff, including new starters at induction and ensuring that it is understood and implemented in working practice.
- Supporting managers in ensuring that procedures relating to staff recruitment, selection, career development, discipline and grievance are carried out in accordance with the statutory duties to promote equality and eliminate discrimination.
- Collating staff statistics for the Single Equality Scheme at the reporting period point.
- The Executive Director of HR, OD and Marketing is responsible for working with recognised trade unions and staff representatives to prevent discrimination and ensure equality of opportunity.

Staff are responsible for:

- Demonstrating and promoting FREDIE principles.
- Being aware of and upholding and implementing the aims and values of this policy.
- Promoting equality of opportunity and inclusion, eliminating discrimination and fostering good relations. Contributing to a safe and inclusive environment that celebrates diversity.
- Challenging any inappropriate language or behaviour of staff and learners.
- Undertaking training and learning opportunities as requested.



- Ensuring that they report any concerns that do not uphold this policy to their line manager or other appropriate member of staff.

Contractors, visitors, stakeholders, volunteers and associates are responsible for:

- Being aware of and upholding this policy and equality values in wider contracts or agreements.

Students are responsible for:

- Demonstrating and promoting FREDIE principles.
- Being aware of and upholding the principles of this policy.
- Contributing to a safe and inclusive environment that celebrates equality and promotes diversity.
- Advocating for themselves or others wherever inequality is present.
- Being open to learning about different experiences from their own.
- Supporting and respecting each other, especially those from different backgrounds from their own.
- Work with all peers and members of our college community to promote a sense of belonging.

Section 5 – Meeting our principles/ our commitment: The Curriculum

Curriculum development and delivery will address the variety of experiences, cultural background, skills and needs which students bring to their learning.

The RNN Group will:

- Embed FREDIE in the curriculum from the planning stage through to course design and delivery, ensuring that the curriculum enables students to understand and embrace the Group's values.
- Incorporate FREDIE at every opportunity into curriculum, ensuring learners understand what it means to them in their learning, career progression and their personal development.
- Develop a curriculum that provides opportunities to all students to study at a level appropriate to them.
- Monitor the intent of the curriculum for those with social and disadvantaged barriers through the curriculum planning process.
- Remove learning barriers through timely assessments and the implementation of the graduated response to meet student support needs.
- Embrace widening participation, enabling those seeking to return to study after a long period of unemployment, or whose personal circumstances have made it difficult for them to benefit from education.
- Maximise progression opportunities, including the accreditation of prior learning and experience.
- Ensure all teaching and training materials are non-discriminatory and inclusive.
- Have course teams/tutors regularly review assessment methods and materials and ensure learners make at least good progress relative to individual starting points.
- Implement timely identification and assessment of learning support requirements for all learners.



- Use its data to monitor and improve participation and achievement of learners for all minority groups.
- Share good practice in regards to equality, diversity and inclusion within the curriculum and celebrations by staff.
- Involve employers in the design, delivery of the curriculum and provision of appropriate work placements, where relevant, in a way that challenges stereotypes.
- Promote the development of positive behaviours which reaffirm the understanding of and compliance with the rule of British Law and the principles of fundamental British Values.
- Ensure accurate and helpful information, advice and guidance is available to prospective and existing students, without bias and in line with equality and diversity legislation.

RNN Group Environment and Facilities

The Group will provide a welcoming, safe environment which encourages access and participation by all sections of the community to high quality learning and support facilities.

The RNN Group will ensure that:

- Accommodation is welcoming, inclusive, reasonable adjustments made where possible and appropriate for learning.
- The accommodation and estates strategy develops the best possible learning environment.
- Student support services enhance students' total learning experience.
- It encourages everyone to understand and respect each other's unique needs
- It provides an environment in which all staff and students should feel safe, secure and free from bullying, harassment and discrimination.
- Publicity and marketing materials are available in a range of accessible formats that meet the needs of the local community.
- All signs, regulations, communications and instructions are as clear and simple as possible, and free from discriminatory language.

Section 6 – Breach of the policy/ complaints procedure

The RNN Group will take seriously any instances of non-adherence to the policy by students, staff, contractors, visitors, stakeholders, volunteers and associates. Any instances of non-adherence will be investigated promptly and with discretion and the intent to resolve matters. Where appropriate, such instances may be considered under the relevant disciplinary policy and procedures.

Instances of students not upholding the policy may be investigated under the Behaviour Support and Intervention Policy.

Instances of staff not upholding the Policy may be investigated under the staff Code of Conduct Policy.

Employees who believe that the policy has not been followed may raise this through the Grievance policy and procedure.

Support will be provided for students and staff when these procedures are invoked.



Section 7 – Conclusion

In 2024/2025 the RNN Group plans to implement the following strategic objectives/actions in order to enhance our understanding and practices across the Group:

1. To retain accreditation of the Investors in Diversity Award.
2. To continue to meet the requirements of the Equality legislation; to revise and update our equality policies and procedures to reflect legislative updates and good practice.
3. To continue to eliminate barriers and challenge unfairness, to provide teaching and learning, opportunities and experiences which help learners, staff, people and communities reach their full potential.
4. To be effective in advancing FREDIE across the RNN Group, ensuring stakeholders understand and promote these principles in day to day college life.
5. To provide an environment where people from any background feel safe, valued and included.
6. To implement a communication model that uses trauma informed language to support conversations and demonstrate respect for individuals experiences.
7. To demonstrate and communicate to our stakeholders, both internal and external, that we are committed to providing a supportive, inclusive and respectful environment in our commitment to tackling inequality and promoting diversity and inclusiveness.
8. Take positive action to obtain the view of colleagues from underrepresented groups.

The Impact required from actions:

- The Principles of FREDIE are embedded into RNN Group practices and day to day language.
- Stakeholders understand and take ownership of FREDIE.
- Students and apprentices develop understanding of how to be active citizens in their communities.
- Students and apprentices develop their knowledge and understanding of contemporary 'Equality Matters.'
- Our culture and reputation encourage people from a diverse range of communities to join the Group's workforce
- A positive and respectful culture in which everyone cares and respects each other.