

Learning Providers of over 50 Staff 2008 Winner – Bishop Auckland College (BAC)

Bishop Auckland College serves South West Durham and aims to promote inclusion, fulfil aspirations and develop the potential of individuals through excellent teaching and learning.

BAC has fantastic, robust and detailed policies for staff and students. An action plan for Equality & Diversity has been implemented which also incorporates the equality schemes for Gender, Race and Disability. These are used as a benchmark to extend the scheme to Religion or Belief, Sexual Orientation and Age.

Staff can volunteer to become an Equality and Diversity champion and to date there are 15 members of staff who are members of the scheme and this is also being extended to students. Non traditional roles include a female Manager of Construction and Motor Vehicle and male childcare related roles.

The college has a staff intranet site which incorporates an Equality and Diversity home page. It gives examples of good practice and has links to related policies



Kaye Horner receiving the award for winner of the 'Learning Providers of over 50 Staff' on behalf of Bishop Auckland College from Tony Sacco, of the LSC, sponsors of the Award.



The logo for North East Equality Awards features the text "NORTH EAST EQUALITY" in a small, blue, sans-serif font above the word "Awards" in a large, purple, serif font. To the right of the text is a colorful, multi-faceted geometric icon. The entire logo is set against a white background that is part of a larger purple graphic design.

NORTH EAST EQUALITY Awards

and procedures. There is a similar room in the students Virtual Learning Environment.

All new staff attend Equality and Diversity sessions as part of their induction, teaching staff receive a longer session which covers classroom related issues. All governors have attended Equality and Diversity training too.

With outreach centres in over 40 community centres across south west Durham, vacancies placed in JC Plus, Equality North East website and Sector1 ensures a diverse spectrum is reached. The college is involved in the 'Race Equality in Employment Standard' which aims to attract a diverse workforce and is funded through the Black Leadership Initiative which involves regional workshops and the college have just acted as host to this.

BAC encourages worklife balance with flexible working and 100 nursery and out of term play schemes on site which are subsidised to staff. There has been a reduction of discriminatory incidents and increased awareness due to staff and student focus groups. A new reporting and monitoring policy of discriminatory incidents has been implemented and has resulted in those incidents reported being resolved informally.

Local schools are invited to send their year 10 and 11 to the college to 'taste' non-traditional jobs. All new students receive The Equality and Diversity... What's That Then?* booklet as part of their equality induction. There is a lot of support available to the students, for example, a Transsexual student acts as a role model offering support to staff and students. Students are encouraged to enter the Equality and Diversity competition and these entries are used for future promotion of Equality and Diversity to other students.

The college has a fully inclusive approach to learning as does the dedicated team who work in the Community in order to attract under represented groups as well as those who face barriers to learning.

The Judges said that the College is an organisation that demonstrates a total commitment to equality and diversity and was able to evidence the positive impact their measures have had on both learners and staff. They were particularly impressed with their commitment to the community with their tailored provision in over 40 venues and their six community working centres.

For more information about the North East Equality Awards, please visit our website, www.equality-ne.co.uk/awards or contact Equality North East on 0191 495 6262 or email awards@equality-ne.co.uk.

*This booklet is written by Equality North East and can be accessed via our website.



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