Appendix 4 - The Bishop Auckland College Pride Event

The application below illustrates the whole college approach to creating a dynamic event which would inspire staff with confidence to try a variety of approaches to promoting diversity.

Application – North East Equality Awards: BAC PRIDE event

Award Category: Educational & Training Organisations over 150 staff

Question 1. What have you done to advance equality in your organisation?

Bishop Auckland College embeds equality and diversity through every thread of College life. This is achieved through various routes including having an Equality and Diversity Policy, as well as a Single Equality Scheme and Action Plan. The College has an Equality and Diversity working group, which meets regularly and is chaired by the Principal/Chief Executive, with representation from staff, students, management, the Corporate Board and external representation. Equality and diversity is intrinsic to everything we do, every policy and every practice. The success of this has resulted in impressive outcomes such as 100% of staff saying that they feel that the Equality and Diversity Policy has real impact within the College (Staff survey 2016 and 2017).

External accreditation includes:

- Bishop Auckland College was the first further education institution in the country to become a member of The National Association of Women in Construction (NAWIC).
- Bishop Auckland College's engineering partner South West Durham Training was the first member of the of the Group Training Association of England ever to receive an outstanding Ofsted grade across all areas of provision

The College has 3 staff conferences a year as well as a Tutorial and Enrichment Calendar. This is an informative, supportive document for group tutorials linking to culture, E&D, safeguarding and health and wellbeing. The document guides staff through different subjects ranging from E-Safety to Martin Luther-King Day. Furthermore, it includes displays, food and external speakers/organisations etc.

All staff and governors have been trained in Equality and Diversity, as well as British Values and Prevent The College tries to ensure that it uses engaging and inspirational ideas to promote equality and diversity as well as other key issues. Some of the activities which have taken place this year have included, a staff conference based on key messages within equality and diversity and used a topical theme of 'Pokemon Go-es to Bishop Auckland College' to engage staff. The College also used staff and students to film scenarios based on real life examples (in liaison with Durham Police) as a tool to build confidence amongst staff when dealing with real situations around College in relation to equality issues, e-safety, British Values and PREVENT. The feedback from this session was excellent from staff as well as from the PREVENT team at Durham Police. In addition, Steve Holden from the PREVENT team at Durham police attended the conference and later contacted the College with the following e-mail 'the College is ahead of the game in embedding a real understanding of PREVENT and any previous training and awareness they have delivered has been very effective'.

One of the activities at a staff conference this year was for staff to consider the Tutorial and Enrichment calendar and discuss in teams, issues, celebratory days or key messages which they would like to take forward and come up with unique ideas of how this could be done in College to engage staff and students and make a real impact.

One of the key themes which ran through the conference session was that we had a large number of staff who would like to further our efforts as a College to raise awareness around LGBT. A number of staff suggested that they would like the College to host a PRIDE event. This idea was discussed with students who were delighted at the thought of holding this event and confirmed that they would like to be involved. This concept was then approved and supported by the College's Equality and Diversity working group along with the Directorate team.

The College then set up a working group consisting of staff and students to take the concept forward.

BAC PRIDE took place on 13 June 2017 and was attended by over 150 people. This consisted of students, staff, external organisations and guests. The day consisted of all teams within the College working on various projects, including:

- The joinery students and staff carving and painting huge rainbows which decorated the College and provided a backdrop for people on the day to pin inspirational messages

- Catering students and staff baking rainbow cakes to sell on the day

- Hair & Beauty students and staff painting nails and doing hair and face paints on the day
- Childcare students and staff making and decorating PRIDE flags for the march

- Sports students and staff did a display on LGBT in the sporting community
- Students from the working group selling BAC PRIDE badges
- Students from performing arts, entertained the crowd after the march with a very emotional performance based around LGBT

- Other staff and students were involved in decorating, and other activities such as PRIDE pong and a raffle.

Other organisations which joined us on the day were:

- Albert Kennedy Trust
- DISC LGBT
- DISC Challenging Youth Racism
- DISC Young Carers
- National Citizenship Service
- Stonham Housing
- Co Durham Drug & Alcohol Recovery Service
- Tees Est Wear Valley NHS Trust
- Unison
- Police
- LGBT UNITY

Question 2. What were your reasons behind the action?

The College has staff and students who identify as LGBT. The College ensures that it promotes the key messages around LGBT and also the issues that can be faced by this community. Lots of activity has taken place within College including guest speakers, tutorials, displays, campaigns etc.

This idea was one which was suggested by staff and championed by students as something which they felt would have a huge impact on raising awareness of LGBT.

Question 3. What has been the outcome?

This activity provided a safe arena for students and staff to talk to other people about LGBT issues and gain information about local organisations and support available. This event also strengthened the College's links with external organisations, many of whom commented that they struggled to get into Colleges to be able to speak to that many students in one go around this agenda.

Following the event some organisations offered to come into College and deliver tutorials to our students and offer support groups/drop in sessions.

Staff currently working at the College and those who have applied for positions here were extremely impressed by the PRIDE event. One person who was interviewed the day before the PRIDE event and was from the LGBT community commented that they really hoped that they were successful in their application to work at the College as this really showed that the College's commitment to equality and diversity wasn't just something that was written down on paper.

It was agreed by students and staff that all proceeds from the day would go to a local charity called LGBT UNITY. This is an organisation which was set up following the closure of GADD in Darlington. A representative from LGBT UNITY joined us on the day and provided staff and students with a background to the work which the organisation does.
The College raised £300 for LGBT unity.

All of the staff, students and external organisations felt that the day was a huge success and many of the organisations commented that Bishop Auckland College was the only College in the North East to organise a fantastic PRIDE event such as this.

Question 4. What groups of learners are under-represented in your programmes?

The College monitors data for staff and students and presents an annual report to the Equality and Diversity Working Group and the Corporate Board. The College has staff and students with various protected characteristics, including LGBT staff and students. The staff are reflective of the student portfolio however we endeavour to remove barriers to education and employment amongst all members of the community especially where staff or students have less representation in areas than others, such as LGBT.

The College welcomes applications of employment from under-represented groups including females into Technology, males into Childcare and Health and Social Care, ethnic minorities, LGBT, and people with a disability. The college also has a Family Friendly policy and aims to support staff wherever possible with family commitments.

Bishop Auckland College has an all-inclusive Equality and Diversity Policy, Single Equality Scheme and Transgender Policy and expects all members of staff to support the policy by behaving in a non-discriminatory way in terms of employment, the curriculum and student entitlement.

Question 5. What action have you taken to address this?

The College does endeavour to remove barriers to employment and to education and success for learners through a variety of methods such as: ensuring meaningful policies and procedures are in place and their impact is assessed, the correct support is in place for staff and students, the tutorial and enrichment calendar ensures constant activities, displays, campaigns as well as advertising. Where necessary the College will take positive action to attract staff and learners

from underrepresented groups. The College also has a variety of networks to support underrepresented groups such young carers, young parents and the LGBT support group.

We have already instigated a number of initiatives to support LGBT people in our staff and student bodies, and we are continually looking for ways to further improve.

As part of its ongoing commitment to the LGBT community, Bishop Auckland College holds monthly meetings for LGBT students, discusses LGBT issues within its Equality and Diversity Committee, and promotes and celebrates events such as IDAHOT and Pride.

In addition, we will be launching a new LGBT blog and forum pages for staff and students.

Question 6. How successful have you been?

There are many success stories, which have arisen from the College's tutorial and enrichment calendar of activities and specifically from the BAC PRIDE event.

One of the most notable things from the BAC PRIDE event was a student who approached a member of staff the day after and said that she was at the event, and loved it. Her Mum had also attended the event as she had been coming in to the College on the day. The student had been in a same sex relationship but had not previously had the confidence to speak to her parents about this. Due to the fact that her Mum had really enjoyed the day and had heard many of the key messages throughout the day, the student felt that it was the right time to speak her. Her Mum's reaction was excellent and the student's relief was evident. This is a fantastic outcome from a fantastic day.

The College continues to work closely with key partners and stakeholders with the aim of creating a safe and inclusive community.