

## THE CORE VALUES OF BRITISH SOCIETY

What are they?	Examples from College life
Democracy	<ul style="list-style-type: none"> <li>• Student representatives for individual courses</li> <li>• Student support groups</li> <li>• Student surveys</li> <li>• 'Have Your Say' (compliments, suggestions and complaints)</li> <li>• Voter registration days</li> <li>• Executive Question Time</li> <li>• Student conference</li> </ul>
The rule of law	<ul style="list-style-type: none"> <li>• Code of conduct for students</li> <li>• ICT Acceptable Use policy</li> <li>• ID cards</li> <li>• Disciplinary procedure</li> <li>• Safeguarding</li> </ul>
Individual liberty	<ul style="list-style-type: none"> <li>• Choice of clubs and activities</li> <li>• Careers advice and guidance to support individual choices and progression</li> <li>• Money skills</li> </ul>
Mutual respect	<ul style="list-style-type: none"> <li>• Tutorials on anti-bullying incl. cyberbullying and respect</li> <li>• Driving safety</li> <li>• Peer support</li> <li>• Mental health awareness day</li> <li>• LGBTQIA group</li> <li>• Trans support group</li> </ul>
Tolerance of those with different faiths and beliefs	<ul style="list-style-type: none"> <li>• Equality and Diversity month</li> <li>• Multi-faith prayer room</li> <li>• Celebration of diverse faiths and cultures</li> </ul>

# EQUALITY AND DIVERSITY

## STUDENT GUIDE



Age



Disability



Gender  
Reassignment



Marriage &  
Civil Partnership



Pregnancy &  
Maternity



Race



Religion &  
Belief



Sex  
(Gender)



Sexual  
Orientation

## WHAT YOU NEED TO KNOW

The Bedford College Group is where people from a range of cultures and backgrounds study and work with a variety of beliefs, attitudes, values and abilities. We encourage everyone to share their experiences and celebrate the diversity of our Colleges. The chart below shows examples of behaviours which do not follow this ethos and will not be tolerated here at our Colleges.

Key words	What they mean	Examples
Direct Discrimination	When you treat someone less favourably than you treat others because of a protected characteristic.	A college advertises a plumbing course for men only.
Discrimination by Association	Discriminating against a person because they are friends with, or have something to do with, a person who has a protected characteristic.	Not inviting a student to go on a trip because one of their friends is going through gender reassignment.
Discrimination by Perception	Discriminating against a person because you think that they have a protected characteristic.	Not offering a work placement at a Christian charity to a student because the placement co-ordinator thinks that the student is gay and that this may be 'uncomfortable' for the charity.

Key words	What they mean	Examples
Indirect Discrimination	When a rule or practice that applies to all people puts someone with a protected characteristic at a disadvantage.	Using film clips without subtitles will put deaf students at a disadvantage.
Harassment	Unwanted behaviour which violates dignity, is intimidating, hostile or creates an offensive environment.	Making sexist or racist comments or jokes, or using 'gay' in a negative way even if you are only joking.
Victimisation	Treating someone unfairly because they have made a complaint related to a protected characteristic.	A female student provides evidence supporting the complaint of racial harassment made by a fellow student against their tutor. Later on, she finds out that her tutor did not support her application for a prestigious award, despite her project being approved.

**IF YOU SEE ANY OF THESE HAPPENING OR FEEL THAT YOU ARE AFFECTED BY ANY OF THESE IN ANY WAY SPEAK OUT, OR TALK TO A MEMBER OF STAFF AND WE WILL HELP YOU DEAL WITH IT –**

**DON'T IGNORE IT OR ACCEPT IT!**