**The HENLEY College**

**EQUALITY, DIVERSITY & INCLUSION (EDI)**

**For the Academic Year 2012-2013**

**INFORMATION LEAFLET (2)**

**MAKAR SANKRANTI.**

In January a display in the glass cabinet in D1 marked the Hindu festival Makar Sankranti. It is one of the most important festivals of the Hindu calendar which celebrates the sun's journey into the northern hemisphere, a period which is considered to be highly auspicious.

**INVESTORS IN DIVERSITY (IiD):** is a standard endorsed by the National Centre for Diversity (NCFD) which helps organisations to create, develop and embed a culture of equality, diversity and inclusion. Working towards these standards demonstrates the College’s commitment to the continued development of effective behaviours and practices to ensure an inclusive and accessible college for all students and staff. The College was awarded the Investors in Diversity standard at Stage One in April 2011.

There is currently a College online survey which will help the College demonstrate its commitment to EDI, to parents, and the wider community.

**Thank you in advance for giving your time to complete the survey – see links below**

STUDENTS (Learners):

<http://www.surveymonkey.com/s/WS9DRBW>

STAFF & GOVERNORS (Internal):

<http://www.surveymonkey.com/s/WCDFMBM>

**Explanation of the key terms:**

**EQUALITY:** Where every individual has equal rights and a fair chance. There is recognition that people have different starting points.

**DIVERSITY:** Diverse means different. It means understanding that each individual is unique, and recognising our individual differences.

**INCLUSION:** Where everyone feels respected and valued and included in the College culture.

**EQUALITY ACT 2010:** A relatively new act that covers issues around equality and diversity. The law established 9 characteristics that receive legal protection from discrimination. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

**WEDNESDAY 17 APRIL 2013 at 10.30am**



### Ben Quilter a member of the British Judo Team will be speaking at the College in April. Ben became Britain's first visually impaired judo world champion in 12 years when he won Gold at the 2010 World Championships. He has also won two silver European Championship medals and had a good 2011, winning the German and US Open in the - 60kg category. Last summer at the Paralympics Ben won a Bronze Medal.

[](http://lgbthistorymonth.org.uk/website/wp-content/uploads/2012/07/2013Purple.jpg)

Lesbian Gay Bisexual Trans History Month takes place every year in February. It celebrates the lives and achievements of the LGBT community. The College is marking this occasion with a display in the D1 building.

**The Henley College celebrates difference**

LGBT students have formed a group that meets regularly to discuss a variety of topical issues and challenges that face these young people in our community. The EDI Co-ordinator attends and facilitates meetings that take place on a regular basis and the student group also meet informally as required. The next meeting of the LGBT group will be held on Tuesday 26th February 2013 at 12.05pm in the Seminar Room at Deanfield

EDI Leaflet 2: February 2013

Beryl Richardson