



1 Introduction

The college has a statutory and moral duty as an employer and education service provider to ensure that all services offer equality of opportunity and we take all reasonable measures to protect all employees and students from any form of discrimination. Any form of discrimination can prevent individuals from realising their full potential in the work place and in society.

The college celebrates and actively promotes a culture of diversity and inclusivity and through our mission statement we will:

“transform lives by offering first class education and training in order to improve employability and generate economic prosperity. We believe in excellence and offer every student the opportunity to develop their potential in a caring college environment. Over many years the College has established an enviable reputation for high vocational standards and excellent facilities”

This policy has been developed to ensure we are committed to our general and specific duties set out in The Equality Act 2010. The Equality Act 2010 replaces all existing anti-discrimination laws and includes a new Public Sector Equality Duty. The aims of the Act are to provide protection of the Protected Characteristics from the following prohibited conduct:

- Direct discrimination
- Indirect discrimination
- Victimisation
- Harassment

The single equality duty covers the following Protected Characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

2 Principles

- a) Discrimination, harassment and victimisation, direct or indirect, is unjust. It is the right of all individuals to expect fair treatment.
- b) All members of the College - governor, employee, student or visitor - will be valued equally and treated considerately.
- c) The promotion of excellent practice in equality and diversity will be central to all aspects of College life: learning, teaching, employment, environment, student services.
- d) All students are entitled to an inclusive learning environment and the provision of an accessible curriculum.



- e) Staff and students are entitled to dignity and respect in the workplace and learning environment.
- f) The commitment and involvement of staff and students is essential to the implementation of our Policy.

3 Objectives

As a College we will seek to eliminate direct discrimination, indirect discrimination, victimisation and harassment. Everyone involved in the college community has a responsibility to ensure equality of opportunity supported by a specific commitment to this policy by Governors and the Senior Leadership Team. The College is committed to having due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

(Section 149 of the Public Sector Equality Duty)

Protected characteristics' relate to age, disability, gender reassignment, race, religion or belief, marriage and civil partnership, sex, sexual orientation, and pregnancy and maternity. Marriage or civil partnership status relates to the first aim of the duty but aims two and three (advancing equality and fostering good relations) do not apply.

Fostering good relations includes tackling prejudice and promoting understanding between different groups whilst having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

A key amendment to the duty makes it clear that to 'advance' also means that the college must consider, among other things, that meeting the needs of disabled people may involve taking steps to take account of people's impairments, even where that involves treating disabled people more favourably than other people.

This policy applies to all staff, students/trainees and visitors and guidelines and standards are available to back up this policy. Contractors are required to indicate that they subscribe to this policy or have to produce an equivalent policy of their own.

Key Objectives:

Planning, Monitoring and Evaluation

Objective 1: To embed within the College structure coherent and robust planning, management and decision-making processes associated with the provision of services/support for all students and staff



Objective 2: To ensure that the College's commitment to all students and staff is embedded in its strategies and policies

Objective 3: To carry out systematic evaluation of progress towards providing for the needs of all students and staff as an integral part of the College's planning and review cycle

Pre-enrolment, Enrolment and Induction

Objective 1: To ensure that the College's procedures for pre-enrolment, enrolment and induction are fully accessible to all students

Objective 2: To make specialist information, advice and guidance available to all applicant students and new students complying with the matrix quality standard

Objective 3: To record equality information disclosed about a student at the earliest opportunity on the College's Management Information Systems and to consider the implications of this information for the student's experience with the College

Objective 4: To provide comprehensive support to all applicant students and new students to enable them to access College courses, services and facilities wherever possible

Teaching and Learning

Objective 1: To provide a clear and coherent learning experience for all students

Objective 2: To maximise the opportunities for all students to achieve the same learning outcomes

Objective 3: To design all teaching and teaching materials to be accessible to all students wherever possible

Objective 4: To provide accessible examination and assessment arrangements for all students wherever possible

Student Support and Guidance

Objective 1: To provide clear and coherent tutorial support for all students

Objective 2: To ensure accessibility for all students to the full range of Student Services, including Learning Support

Staff Recruitment, Employment and Development

1 Staff Recruitment

Objective 1.1: Actively to promote the College as an equality aware employer and an Investor in People

Objective 1.2: To ensure that all applicants receive full and fair treatment and are considered solely on their ability to do the job

Objective 1.3: To ensure that all disabled applicants whose skills and experience meet the essential criteria of the person specification are interviewed



2 Staff Employment Policies and Procedures

Objective 2.1: To review and develop further the College's employment policies and procedures in order to provide a barrier-free environment for all staff

Objective 2.2: To ensure that the work environment and working practices do not constitute unnecessary barriers which may prevent employees participating fully in the life of the College

Objective 2.3: To retain staff who become disabled in their current role wherever possible or to find a suitable alternative role if available (and to provide retraining where reasonable)

2 Staff Development

Objective 3.1: To provide staff development and resources to raise staff awareness of issues relating to equality, diversity and inclusion

Objective 3.2: To support the development of the skills and potential of all staff through staff development and promotion opportunities

Objective 3.3: To ensure that all staff teaching students with disabilities have access to relevant information and are supported in their work

Objective 3.4: To integrate appropriate forms of on-going training on equality and diversity issues into the College's staff development programme

Accessible Documentation

Objective 1: To ensure that where practicable all College documentation and publications are accessible to all staff, students, governors and the wider community

Accessible Site

Objective 1: To ensure that where practicable, all new and existing College buildings are accessible

Objective 2: To ensure that access issues are built into new policies and procedures as these are developed and into new projects whether new build or refurbishment

Policy implementation will be overseen by the Equality & Diversity Group/committee and Senior Leadership Team. As part of the Equality Act, an equality duty will be published on the College Internet page to demonstrate the College's responsibilities and commitment to the General and Specific duties.

Any employee or student who believes that she/he is being discriminated against, victimised or harassed should raise the issue through the appropriate Staff or Student Grievance Procedure, or the Code on Personal Harassment. Staff should seek advice from Human Resources. Students/trainees and visitors should seek advice from Student Services.



Leaders and Managers with Equality and Diversity Responsibility

Overall strategic responsibility:

Vice Principal – Quality and Services to Learners

Responsibility for Teaching and Learning:

Deputy Principal

Responsibility for Human Resources and Management Information

Vice Principal – Finance and Resources

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