



EQUALITY AND DIVERSITY POLICY

1. POLICY STATEMENT

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 learners 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 learner 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”



As part of the College’s Behaviour and Values, learners and staff commit to value and respect each other:

Leaders and Staff will:

- Recognise and reward excellent performance and behaviour
- Create a safe, inclusive and productive environment
- Treat everyone fairly, with dignity and mutual respect
- Appreciate the needs of others
- Promote well-being and achieve a healthy work-life balance

Learners will:

- Be respectful, polite and courteous to everyone
- Encourage, praise and support each other
- Respect the learning and College environment
- Listen and be open to the views and opinions of others

2. POLICY CONTEXT

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.

The purpose of this policy is to:

Ensure that as a college we 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, learners/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 learners and staff

Objective 2: To ensure that the College's commitment to all learners 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 learners 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 learners

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

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

Objective 4: To provide comprehensive support to all applicant learners and new learners 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 learners

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

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

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

Learner Support and Guidance

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

Objective 2: To ensure accessibility for all learners to the full range of Learner Services, including Learning Support, Careers Guidance and Pastoral Support

Staff Recruitment, Employment and Development

Staff Recruitment

Objective 1: Actively to promote the College as an equality aware employer and an Investor in People

Objective 2: To ensure that all applicants receive full and fair treatment and are considered solely on their ability to do the job

Objective 3: To ensure that all disabled applicants whose skills and experience meet the essential criteria of the person specification are interviewed

3. LOCATION AND ACCESS TO THE POLICY

The Equality and Diversity Policy and supporting policies and other documents are available via SharePoint on the College network.

4. POLICY STATUS

Written by:	Leon Dowd – Vice Principal Quality and People
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