

Equality and Diversity Policy



1. Policy Statement

We aim to maximise student achievement and progression by providing a broad and balanced curriculum offer with a range of learning pathways for 16-19 year old students. Students and staff are highly valued. We aim to develop all individuals, support individuals to achieve success and provide enriching experiences, believing that both students and staff benefit from participating in a truly diverse and inclusive community.

We recognise and value the diversity of our student and staff population and will actively celebrate the richness that this diversity creates in the lives of us all.

All members of the College are supported to maximise their potential and are equally valued and treated with respect. No one will be denied opportunity by any form of direct or indirect discrimination on grounds of race, gender, disability, ethnic or national origin, religion, political beliefs and affiliations, socio-economic background, marital status or family circumstances, physical attributes, disability, sexual orientation, gender reassignment, pregnancy or age (students are subject to age related admission criteria).

The College's Single Equality Scheme outlines specific commitments to protected characteristics.

In all its policies and practices, the College will endeavour to eliminate discrimination and tackle inequalities through the effective use of equality impact considerations.

2. Scope

This policy applies across all the College's functions, including teaching and learning, employment and admissions. This policy applies to all students, staff and visitors to the College.

The College will also promote the principles expressed in this policy in its dealings with external contractors by having in place equality and diversity requirements as part of the tender process and documentation. Organisations contracted to deliver College services will also have to demonstrate their commitment to comply with their responsibilities under equality legislation.

3. Definitions used in this Policy

See Appendix

4. Legislation

Disability Discrimination Act 2005
Equality Act 2010
Public Sector Equality Duty 2011

5. Policy Approval History

Recommended by the Equality and Diversity Group on 8.6.2016
Approved by the Senior Leadership Team on 29 June 2016

6. Policy Content

6.1 Our commitment

The College is committed to embedding equality and celebrating diversity by

- Identifying and removing barriers that may prevent staff or students from achieving their potential while working or studying at the college
- Celebrating and valuing the diversity brought to the organisation by all of the individuals who make up the college community and promoting positive attitudes towards difference both within the college and outside
- Working to ensure that we create an accessible, safe and positive environment where staff and students feel secure in and proud of their own identity and where the diversity of all is respected.
- Ensuring that equality and diversity are central to the self assessment and quality improvement process.

6.1.1 Our commitment to students

In promoting equality and diversity for learners the college will

- Ensure that the curriculum reflects the needs and interests of learners and includes relevant equality and diversity content and experiences, beyond the classroom such as work experience.
- Provide a programme of extra-curricular and enrichment events to raise awareness of equalities issues and celebrate diversity
- Deliver services to students in a way that is sensitive to their culture, ethnic background, sexual orientation, gender and gender reassignment, class and disability; consulting directly with learners and acting on their feedback
- Provide appropriate support for individual learners with additional needs
- Communicate our expectations and commitment to equality and diversity clearly to all students via our marketing, during the admissions process, during induction, through the tutorial curriculum and by use of displays and information throughout the college environment

6.1.2 Our commitment to staff

In promoting equality and diversity for staff the college will

- Ensure all policies and procedures relating to staff promote equality and avoid discrimination
- Work towards achieving a work force at all levels that is more fully representative of the diversity of our community. Ensure that training, development and progression opportunities are available for all staff
- Arrange training for staff on equality and diversity issues, including equalities training on impact assessment and employment practices
- Consult with staff as appropriate to identify any barriers to recruitment, promotion and retention

6.2 The legal context

The College welcomes and will uphold all statutory provisions on equality and diversity applying to the nine protected characteristics listed below:

- Race
- Disability
- Gender & gender reassignment
- Age
- Sexual orientation
- Religion and belief
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnerships (The protected characteristics of marriage and civil partnerships is not included in the educational duties of the Act.)

6.2.1 Public Sector Equality Duty: General Duty

Under the Equalities Act 2010 the College has a duty to give due regard to:

- eliminate unlawful discrimination, harassment and victimization
- advance equality of opportunity, this includes the need to
 - remove or minimise disadvantage experienced by persons who share a protected characteristic;
 - take steps to meet the needs of people who share a protected characteristic that are different from the needs of people who do not share the protected characteristic;
 - encourage persons with a protected characteristic to participate in public life or any other activities where participation is disproportionately low.
- foster good relations between persons who share a protected characteristic and those who do not.

6.2.2 Public Sector Equality Duty - Specific Duties

In compliance with the law the College will publish, and update on an annual basis, information to demonstrate its compliance with the equality duty. The information will include data collected by the College relating to people who share a relevant protected characteristic.

The College will prepare and publish one or more specific and measurable objective(s) that it thinks it should achieve to meet any of the three aims of the equality duty. The objective(s) will be reviewed annually.

6.3 Responsibilities

All members of the College (governors, managers, staff and students) share the responsibility to create an environment that is free from discrimination, where equality is actively promoted and diversity is actively valued and celebrated.

Strategic responsibility for equality and diversity sits with the College Senior Leadership Team and in particular the Associate Principal: Quality

The Equality Diversity Group, which will be chaired and convened by the Associate Principal: Quality, will provide an open forum for discussion of equality and diversity issues for students and staff. It will also be responsible for planning events and training around equality and diversity themes. The College will use workshops, focus groups and surveys to ensure full involvement of staff and students.

The Associate Principal (Quality) will oversee the development and implementation of the College's annual Single Equality Action Plan, in consultation with the Equality and Diversity Group. This will include actions to meet the College's specific and measurable Single Equality objectives. It will also take account of the College's published data relating to people who share a relevant protected characteristic. The Action Plan will be presented for approval to the College Executive and be available to the Corporation each Summer Term.

The College will be consulting and involving staff, students, governors and other stakeholders to ensure that the College promotes equality among all the nine protected characteristics in everything that it does.

All staff, and particularly managers, must take account of equality and diversity issues when assessing the effectiveness of their service and developing quality improvement plans.

6.4 Equality Impact Assessments (EIAs)

The College completes Equality Impact Assessments when creating, reviewing or amending an existing or proposed policy, procedure, practice or service which may affect people differently, and therefore may affect them in an adverse way.

A summary of the results of the Equality Impact Assessments will be noted at the end of every College Policy.

6.5 Breaches of this Policy and Complaints Procedures

Breaches of this Policy will be regarded as misconduct and therefore subject to the Student and Staff Disciplinary Policies.

Any incidence of discrimination or harassment must be taken seriously and dealt with as a complaint. All such incidents should be reported to the Associate Principal: Quality.

Students wishing to make a complaint are expected to use the College Complaints Procedure.

Equality Impact Analysis

Is it likely that the Policy Revision could have a negative impact:	Enter Y / N
Due to ethnic group?	N
Due to gender?	N
Due to disability?	N
Due to sexual orientation?	N
Due to their religious beliefs (or none)?	N
Due to pregnancy	N
On people due to them being transgender or transsexual?	N
On staff due to their age?	N
On staff due to their marital or civil partnership status?	N
On staff with dependants/caring responsibilities?	N

Appendix: Definitions

CEHR: Commission for Equality and Human Rights.

Disability: A person is disabled if they have a physical or mental impairment which has a substantial or long term effect on their ability to carry out normal day to day activities, e.g. using a telephone, reading a book, using public transport

Direct discrimination: Where a person is discriminated against by virtue of having a protected characteristic.

Discriminate against: to treat (somebody) differently and especially unfavourably on the grounds of race, sex, religion etc

Gender reassignment: A person undergoes reassignment if they propose to, have started or have completed a process to change their gender. Medical supervision of procedures are not required to fit this definition. A person undergoing gender reassignment will identify with a different gender to that assigned at birth.

Harassment: Unwanted conduct related to a personal characteristic, which has the purpose or effect of violating an individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Indirect discrimination: where the college has a condition, rule, policy or practice that applies to everyone but particularly disadvantages people who share a protected characteristic.

Positive action: Action taken to encourage participation by those from under-represented groups. Note:- this is different from positive discrimination.

Prejudice: a preconceived opinion, especially a biased and unfavourable one formed without sufficient reason or knowledge/ an irrational attitude of hostility directed against an individual or group.

SEP: Single Equality Policy