

Policy: Single Equality Policy

Policy Ref: TBC

Approved By: Deputy Principal – Curriculum, Quality & Partnerships

Date: October 2011

Signature:

1. Introduction

This policy will replace the College's separate policies on Age Discrimination, Religion and Belief, Sex Discrimination, Race Equality, Widening Participation, Sexual Orientation. It will also include within its scope staff and students who are pregnant or who have young children. It will therefore cover all of the nine protected Characteristics named in Equality Act (2010). These characteristics are: age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion and religious belief; sex; sexual orientation.

It will also cover the college legal responsibility under:

The Age Discrimination Act 2006 (ADA) prohibits discrimination in employment, education, and the provision of goods, facilities and services and in the disposal or management of premises on the grounds of age.

The employment (Religion or Belief) Regulations 2003 outlaws discrimination in employment and vocation training on the grounds of religion or belief.

The Sex Discrimination Act 1975, and the Amendments The Equality Act 2006, The Equal Pay Act 1970, the European Equal treatment Directive (75/207) and other relevant legislation place general and specific duties on Further and Higher Education Institutions, as outlined in the College Single equality Scheme. These ensure there will be no discrimination against staff (or students where appropriate) either directly or indirectly on grounds of sex, or marital or family status.

The Employment Equality (Sexual Orientation) Regulations 2003 outlaws discrimination in employment and vocational training on the grounds of sexual orientation.

The Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000, places a specific duty on further and higher education institutions to prepare a written statement of their policy for promoting race equality

2 Purpose

The purpose of this policy is to champion equality of opportunity for all staff, learners, customers, employers and stakeholders and to actively promote diversity throughout College life, in addition to meeting our legal requirements. .

3. Scope

All aspects of college provision and activities, to both internal and external customers, are covered by the Single Equality Policy.

4. Policy

The College aims to support all individuals to achieve their maximum potential in an environment which understands, values and celebrates differences and to help avoid instances of discrimination or prejudice.

The College acknowledges its duty not to discriminate on any of the nine protected characteristics, as defined in the Equality Act 2010, of age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion and religious belief; sex; sexual orientation, in any aspect of its *provision, policies or procedures*.

The College is committed to creating a culture of empowerment to meet the diverse needs of the community it serves, and to challenge and address any incidents of inappropriate behaviour.

5. Strategies

The College will publish an Equality and Diversity Strategy and three year action plan relating to the nine protected characteristics defined by the Equality Act.

The Equality and Diversity Strategy underpins this policy and demonstrates how the college will positively respond to equality and diversity requirements.

It will be defined by its principles of:

- Embedding the promotion of Equality and Diversity in Learning and Teaching
- Celebration of an Equality and Diversity agenda in College life
- Robust review of student performance and participation by key Equality and Diversity indicators.

6. Staff development

A programme of staff development activities supports this process and ensure that staff do not make assumptions based on gender, ethnicity, race, disability, sexual orientation, gender reassignment, pregnancy or maternity, religion or belief or age.

7. Responsibility

The Governing Body has a responsibility to approve policy and to consider its effectiveness.

The Principal is responsible for ensuring that equality is continuously promoted and comprehensively implemented in all aspects of the college's operation.

The Equality and Diversity group is responsible for co-ordinating, monitoring and reviewing the policy and for evaluating its effectiveness.

The Personnel Manager is responsible for the implementation of all aspects of the college's Single Equality Policy relating to the employment of staff.

The Head of Student Support Services is responsible for the implementation of all aspects of the college Single Equality Policy relating to students.

All college staff are responsible for promoting equality and diversity, and for ensuring equality in their individual department, and any other contracts they engage in.