



## **SINGLE EQUALITY & DIVERSITY POLICY**

The College values diversity and our aim is a truly inclusive College where individual differences are respected and where all staff and students have a fair opportunity to achieve their potential.

We aim to promote the development of every student to achieve their potential regardless of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, pregnancy and maternity and socio-economic background.

### **POLICY**

The College will continuously strive to:

- Develop an awareness of equality and diversity issues amongst all staff, students and users
- Encourage the promotion of equality and diversity in all aspects of College life
- Combat discriminatory practices and stereotyping
- Ensure that members of the College are valued equally
- Prevent oppressive behaviour, including all forms of harassment, and vocal or active opposition to fundamental British values.
- Monitor equality data and investigate and remedy any issues which arise
- Comply with all relevant legislation
- Eliminate unlawful discrimination and strive to achieve equality of opportunity for all groups including those with a protected characteristic. The protected characteristics are: age, disability, gender, gender identity, race, religion or belief, sexual orientation, pregnancy and maternity.
- Recognise and value diversity, and foster good relations between different sections of the College community.

## **POLICY GUIDLEINES**

- The various responsibilities for promoting and implementing the policy are laid out in the Single Equality Scheme.
- The specific actions for implementing the policy are contained in the College Equality Action Plan
- The College will ensure that through the Student Support System students are made aware of the policy and through focus groups, tutorial and the Student Council, have an opportunity to review and contribute to its implementation.
- Opportunities will be provided for staff and students to monitor and contribute to the implementation of the Policy.
- The College's Staff Development Programme will provide appropriate training for all staff in relation to equality and diversity issues.
- The College will apply its Equality and Diversity Policy to all areas in the employment process, including the recruitment of new staff. Copies of the policy are available to applicants for employment at the College.

### **Supporting Documents**

- Anti-Bullying strategy
- Equality Duty Statement
- Equality Action Plan
- Archived documents – Disability Equality Duty, Race Equality Duty, Gender Equality Duty, Equal Opportunities

<b>Staff responsible</b>	<b>Last Reviewed</b>	<b>Next Review Date</b>
Jennifer Lawson	May 2015	May 2016