



Equality and Diversity Policy

The purpose of this document is to state and explain our approach and commitment to Equality and Diversity across the college and set out how the College will meet the statutory duties placed upon it. It applies to students, staff and any other individuals who come into contact with the college.

Equality & Diversity Policy

Aims:

Through this policy we aim to:

1. meet our legal obligations relating to Equality & Diversity, including eliminating unlawful discrimination
2. treat all students and staff fairly, by responding to their individual needs and recognising their diverse contributions in a uniform and consistent way
3. promote and develop awareness of diversity and equality of opportunity issues in our students and staff
4. promote good relations between people of a diverse background
5. ensure that our facilities and services are equally available to all

Values and Principles:

- All staff, students and visitors should enjoy a safe environment free of discrimination and harassment/bullying
- All members of the College community should act with due respect and consideration towards each other at all times.

Statement of Equality:

- Scarborough Sixth Form College has a philosophy of treating individuals fairly and of mutual respect for all members of the college and will not tolerate unlawful discrimination on the grounds of Age, Disability, Gender reassignment, Offending background, Pregnancy and maternity, Race, Religion or belief, Sex or Sexual orientation. The College will also consider inequalities caused by differences in socio-economic background when making both strategic and operational decisions.
- The College has a commitment to provide for the needs of all who study and work at the College in an inclusive and supportive environment that promotes the integration of all College members fully in the life of the College.

Approach to equality

In order to meet our responsibilities and commitments, we will:

- publish our Equality & Diversity Policy on the website
- assign a member of college management to oversee the Equality and Diversity arrangements and to provide advice and guidance on day-to-day matters
- put in place effective policy and procedures for preventing and dealing with Bullying & Harassment
- provide reasonable and appropriate support for students and staff with special learning needs and disabilities, including the publication of our “Helping You to Learn” booklet every year
- impact assess policies and procedures at time of review to identify any unjustified negative affect it may have on any individual or specific group.
- provide appropriate staff training on Equality and Diversity, including induction training
- provide guidelines for staff on specific Equality and Diversity issues
- ensure college processes and systems are set up in a way which complies with current legislation and best practice
- develop and implement a Single Equality Scheme and Action Plan to meet legislative requirements and to capture best practice
- regularly carry out self-assessment of Equality and Diversity at both whole College and departmental level, including monitoring of relevant statistics
- support the embedding of Equality and Diversity awareness and good practice in the curriculum, through professional development and guidance
- encourage students, through tutorials and Student Union events to consider and support Equality and Diversity both in the college community and wider society.

Roles and Responsibilities

It is the responsibility of every member of staff and student to ensure that equality and diversity are promoted positively. Overall responsibility will rest with the Corporation and College Management Team. The Vice Principal (Student Services) will report to the College Corporation on an annual basis.

Appendix to the Policy

Research, Consultation and Involvement

In researching this document the following have been considered, consulted and/or attended:

- Legislative background
- Local demographics
- Student, staff and governor profiles
- Ofsted requirements
- Equality & Diversity Committee
- York College
- Yorkshire & Humberside Equality & Diversity Network
- NORVIC Equality & Diversity group
- LSIS

A Single Equality Scheme (SES) sub-committee SES sub-committee of the Vice Principal, Director of Resources and Learning Support Manager wrote the first draft of the SES.

The document will be publicised and published on the College website.

Legal Background and Requirements

The College is committed to meeting its statutory duties imposed on it as a public sector institution.

Equality Act 2010

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation, such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation. It also increased the number of protected characteristics to 9.

Disability General Duty: Disability Discrimination Act 2005

The College has a statutory duty to:

- promote equality of opportunity
- eliminate unlawful discrimination
- eliminate any disability-related harassment
- promote positive attitudes towards disabled people
- encourage the involvement of disabled people in public life
- take account of disabled people's needs even where that appears to be treating them more favourably.

Gender General Duty: Sex Discrimination Act as amended by the Equalities Act 2006

The College has a statutory duty to:

- eliminate unlawful discrimination
- promote equality of opportunity between men and women

Race General Duty: Race Relations Amendment Act 2000

The College has a statutory duty to:

- eliminate unlawful discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups

Other relevant legislation includes:

Employment Equality (Age) Regulations 2006: it is unlawful to discriminate against anyone in relation to age and employment, including recruitment and selection of staff and access to training opportunities.

Employment Equality (Sexual Orientation) Regulations 2003: it is unlawful to discriminate in employment and vocational training on the grounds of sexual orientation. This includes recognising and being respectful of an individual's sexual preference and maintaining confidentiality about their sexual preference.

Employment Equality (Religion or Belief) Regulations 2003: it is unlawful to discriminate on the grounds of religion or belief. This could include allowing leave to attend religious functions, acceptance of religious and belief systems and accommodating dietary and prayer requirements as far as possible.

Rowan Johnson

April 2018

Date Reviewed by VPSS/CMT	April 2018
Date reviewed by Employment and Welfare Committee	15 May 2018

Linked guidelines document: Embedding Equality and Diversity in the Curriculum

The following plan is reviewed as part of the College's self-assessment cycle.