

# Equality and diversity policy

We are committed to providing equality to all. We will not discriminate against staff or customers irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status, or social status. We oppose all forms of unlawful and unfair discrimination. We will treat all of our staff, whether part time, full time or temporary, fairly and equally. We recruit, promote, and train staff on the basis of aptitude and ability.

We will:

- provide a working environment that promotes dignity and respect to all;
- not tolerate any form of intimidation, bullying, or harassment;
- regards any breaches of our diversity and equality policy as misconduct, which could lead to disciplinary proceedings;
- ensure the full support of senior management and employees; and
- monitor and review the policy annually.

We envisage an environment where diversity and individual difference are valued.

## Implementing the policy

We will ensure that our commitments to diversity and equality for all are delivered by:

- monitoring and evaluating equality targets;
- implementing staff training on equal opportunities and diversity;
- ensuring that we work with partners who embrace our values;
- enhancing opportunities to minority groups; and
- consulting with students, staff and the community on our policies.

Our teaching and learning strategies reflect and celebrate the diverse communities that we serve. We embrace the variety of experiences, cultural background, skills, and needs that our learners bring to their studies.

Our commitment doesn't end with our learners. We want to help strengthen and sustain our wider community. By volunteering our time and skills, we help minority groups to thrive.

Our facilities are designed to accommodate different needs. We provide a welcoming, safe environment that encourages access and participation for all.

Legislation that's relevant to this policy:

The Disabled Persons (Employment) Acts 1944 & 1958	The Equal Pay Act 1970 (1986)
The Rehabilitation of Offenders Act 1974	The Sex Discrimination Act 1975
The Race Relations Act 1976	The Public Order Act 1986
The Disability Discrimination Act 1995	The Human Rights Act 1998
The Race Relations (Amendment Act) 2000	The Special Educational Needs and Disability Act 2001
The Disability Equality Duty 2006	The Gender Equality Duty 2007
College policies and associated documentation:	The Equal Opportunities Policy
The Race Equality Policy	The Disability Statement
The Harassment & Bullying Policy	Staff Recruitment & Selection Policy
Staff Development Policy	Disability Equality Scheme
Gender Equality Scheme	Single Equality Scheme February 2011