



## Policy for

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**EQUALITY**

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## Responsibility

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**All Staff**

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## Aims

1. To provide a learning and social environment where all members of the college can develop and achieve to their potential.
2. To intervene and support vulnerable groups both in the social setting and in learning.
3. To actively promote qualities of tolerance and fairness, to challenge intolerance.

## Objectives

1. To recognise all pupils and staff as valuable members of the college community.
2. To intervene where a group of pupils is underachieving, to raise expectations and ambitions in themselves.
3. To challenge any poor behaviour, bullying or harassment which is motivated by intolerance or prejudice.
4. To educate and inform all pupils against prejudice, to create fair minded citizens.
5. To ensure compliance with spirit and letter of the Equality Act 2010.

## Guidelines

1. Protected characteristics under the equality act are:
  - \* Age (employment only)
  - \* Disability and Special Educational Need
  - \* Ethnicity and race
  - \* Gender
  - \* Gender reassignment
  - \* Marriage and civil partnership (employment only)
  - \* Pregnancy and maternity
  - \* Religion and belief
  - \* Sexual identity and orientation.
2. As an employer the college undertakes not to discriminate against current employees or applicants in relation to the protected characteristics. The college will make reasonable adjustments to facilitate the employment of and support current and potential employees with any protected characteristics. Likewise reasonable adjustments will be made to accommodate students with protected characteristics.
3. All opportunities should be taken to educate and enlighten pupils about the positive aspects of all the protected characteristics and to promote qualities of tolerance and empathy. Opportunities are likely to arise in the curriculum, tutor time, assemblies and in daily interaction.
4. Staff should avoid using language which is in any way defamatory in regard to protected characteristics (for example using 'gay' as a general negative term, casual sexist language etc) and should challenge students who do so.

5. The notion that certain forms of intolerance and prejudice are acceptable should be challenged at every opportunity and entrenched prejudices, held by some members of the college community, should be robustly challenged by college-wide initiatives.
6. Individuals who require extra support should receive this, whether this is in relation to a protected characteristic or not, or whether this is a social or learning issue.
7. The implementation of this policy should take note of the college's discipline, anti bullying and harassment policy. Disciplinary measures should be fairly applied.
8. Pupils achievement will be tracked and prior attainment information is made available to allow all staff to plan effectively for students to make progress.
9. The pupil manager will keep a central record of incidents which contravene the aims of this policy.

### **Evaluation**

1. This policy and its implementation will be reviewed every two years.

Appendix:

Staff may like to read the 2010 equality act. The college's annual report, which is a requirement of the act, is also available.

