

LONGLEY PARK SIXTH FORM COLLEGE

EQUALITY & DIVERSITY POLICY

COMMITMENT

The Governing Body, College management and recognised trade unions at the College are collectively committed to achieving equality of opportunity for all students and employees. Equality & Diversity and respect for the individual are part of the College's principles and values.

The College aims to ensure that its mission, "to provide outstanding educational opportunities for the young people of North East Sheffield" is demonstrated through policies and procedures which allow all individuals to gain access to the widest curriculum possible in the College and to choose and benefit from a learning programme that extends current achievement and matches future aims.

The policy aims to be comprehensive in three ways:

- The College will develop procedures and working practices to tackle discrimination, recognising the fact that individuals may suffer various forms of disadvantage. The College will work to continuously ensure the environment for staff and students is harmonious and safe.
- Equality of opportunity will be applied consistently across all aspects of service delivery, including admissions, student services, learning support, curriculum development, teaching, learning and marketing.
- As an employer, the College will ensure that equality and diversity will be applied to the principles of recruitment, redeployment, staff development and promotion, to ensure that all individuals are encouraged to achieve their full potential.

The College has developed a separate Race Equality Policy to discharge its specific duties under the Race Relations (Amendment) Act 2000; a Disability Equality Scheme to discharge its specific duties under the Disability Discrimination Act 2005, and a Gender Equality Scheme to discharge its specific duties under the Equality Act 2006.

LEGAL FRAMEWORK

The College will not tolerate any discrimination on the grounds of race, religious/political beliefs, colour, ethnic origin, nationality, gender, sexuality, marital/parental status, age (subject to contractual retirement age), physical or sensory disabilities, learning difficulties or mental health problems, and trade union membership/activity.

The College is committed to equal pay for work of the same or similar nature and work of equal value.

The College is opposed to any form of less favourable treatment of individuals and/or groups, whether through direct or indirect discrimination, harassment, victimisation or segregation.

The College will abide by its legal duties under the following Acts:

- Equal Pay Act 1970, Equal Value (Amendment) Regulations 1983
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975, amended 1986
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Rights Act 1996

- Minimum Wage Act 1998
- Sex Discrimination (Gender Re-alignment) Regulations 1999
- Working Time Regulations 1999 (Amended)
- Part Time Workers Regulations 2000
- Human Rights Act 2000
- Race Relations Amendment Act 2000
- Special Educational Needs and Disability Act 2001
- Employment Act 2002
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006
- Work and Families Act 2006
- Equality Act 2006

The College is also conscious of the impact of EU legislation and directives in particular in relation to race, age, employment and equal treatment. Where possible, the College will seek to comply with voluntary codes of Practice.

The College will abide by current legislation and review this policy annually.

RESPONSIBILITY

It is the duty of every member of staff and of all students to avoid discriminatory practices, to discourage them in others and to accept personal responsibility for the application of the policy.

Employees and Students are to be encouraged and supported in reporting any instances of discrimination. The College will ensure all allegations are fully investigated with the assistance of the Personnel Manager or Student Services, with due regard to confidentiality.

Staff or students who are in breach of the policy will be subject to action under the appropriate disciplinary procedure. Members of the public who act in a discriminatory manner will be banned from College premises and refused the right to enrol on College courses.

EQUALITY VALUES, PRINCIPLES AND STANDARDS

This policy is underpinned by the following values, principles and standards:

- equality and social justice
- respect for others
- acknowledging and valuing diversity
- elimination of all forms of prejudice and discrimination
- active challenge to prejudiced attitudes and discriminatory behaviour
- commitment to inclusive education which enables and assists all students to develop their full potential
- commitment to the positive development of all staff and governors
- accountability for compliance with this policy for all members of the College community and others engaged in College business or activities

STRATEGIC AIMS

The College is committed to the following strategic aims:

- (i) to develop an ethos which respects and values all people irrespective of their age, disability, ethnicity, gender, gender identity, religion or belief, sexual orientation or social background;
- (ii) to eliminate all forms of discrimination by age, disability, ethnicity, gender, gender identity, religion or belief, sexual orientation or social background in recruitment, selection and induction processes and procedures;
- (iii) to ensure that there are no barriers based on age, disability, ethnicity, gender, gender identity, religion or belief, sexual orientation or social background which limit or discourage access to College provision and activities;
- (iv) to ensure that all aspects of the College service, including curriculum delivery, avoid stereotyping based upon age, disability, ethnicity, gender, gender identity, religion or belief, sexual orientation or social background;
- (v) to promote good understanding of diversity through the curriculum and the wider learning environment;
- (vi) to prepare students for active citizenship;
- (vii) to take positive action to encourage the development of a more diverse workforce.

ELIMINATING DISCRIMINATION

The College will work to eliminate discrimination by:

- communicating this Equality & Diversity Policy to students, staff, governors, partners, stakeholders, contractors and visitors to the College.
- ensuring that all parties understand their rights, responsibilities and accountability under the policy
- having in place clear and effective complaints and disciplinary procedures for dealing with discrimination
- monitoring, reviewing and reporting on the effectiveness of these procedures to the Senior Management Team and Corporation
- regularly reviewing all College policies and procedures to ensure that they do not impact adversely on any group.

PROMOTING EQUALITY OF OPPORTUNITY

The College will promote equality of opportunity by:

- ensuring that all staff and governors understand their responsibilities and accountabilities for promoting equality of opportunity
- consulting with students and staff and using the outcomes to guide future action
- making the College welcoming to all, irrespective of age, disability, ethnicity, gender, gender identity, religion or belief, sexual orientation or social background
- identifying and removing barriers, within the College's control, which hinder or prevent students or staff from achieving their full potential
- taking positive action to provide individual encouragement and support to students and staff from ethnic minority cultures

- ensuring that all curriculum teams actively seek opportunities within their programmes to celebrate diversity, widen students' cultural understanding and prepare them to be effective citizens
- training and developing all staff to ensure that they have the skills needed to promote equality of opportunity.

MANAGING EQUALITY & DIVERSITY

The management of equality and diversity is integrated into the management structure of the College.

The strategic direction for the College is given by the Governing Body. The Principal/Chief Executive has overall responsibility for Equality and Diversity issues in the College. The Personnel Manager has responsibility for ensuring that fair and adequate arrangements are in place for the effective handling and recording of all aspects of the employment relationship, including recruitment and selection.

MONITORING AND TARGET SETTING

The College will monitor recruitment, retention and achievement of students by age, disability, ethnicity and gender. Reports will be generated at programme and course level. The College will monitor recruitment, retention, and progression of staff by age, disability, ethnicity and gender.

The targets for recruitment of students and staff are that the college population be broadly representative of the community it serves. Other targets specify that retention and student achievement/staff development should be consistent across all groups of students/staff.

Directors of Teaching & Learning will be required to address under-recruitment, poor retention or under-achievement in their Course Reviews. The Personnel Manager will also be required to address any similar issues with staff.

COMPLAINTS

The College has a complaints and grievance procedure based on the following principles:

- preserving, as far as possible, the confidentiality of the complainant
- responding promptly and within specified times
- ensuring that complainants have the right to representation and the right to appeal
- protecting individuals from malicious or unwarranted complaints
- monitoring of and reporting on all complaints or grievances made by students or staff.