

**Policy Title:** Equalising Opportunity Celebrating Diversity Policy

**Created By:** HR

**Approved By:** Principalship

**Date of Approval:** 6 April 2023

**Review Date:** April 2024

**Responsible Manager:** Deputy Principal Curriculum

**Policy Category:** Human Resources

**Related Policies:** Disciplinary Policy & Procedure  
Grievance Resolution Policy & Procedure  
Performance Management Policy & Procedure  
Organisational Change Policy & Procedure  
Probationary Assessment Procedure  
Harassment & Bullying Policy  
Staff Code of Conduct  
Sickness Absence Policy  
Recruitment & Selection Policy (HR)  
Menopause Policy  
Maternity Leave/Adoption Leave/Shared Parental Leave/Paternity Leave Policies  
Flexible Working Patterns Procedure

**Policy Location:** SharePoint Central Storage Library

**1. AIM**

This policy gives a general outline of the College's intentions and actions in relation to Equality and Diversity. Detail of the College's work on Equality and Diversity is published on the College website.

**2. SCOPE**

This policy applies to all who work and study in the College, governors, applicants, visitors and all those involved in College activities.

**3. OBJECTIVE**

This policy outlines our legal duties under the Equality Act 2010 and details the actions taken to ensure the College's compliance, providing guidance on individual and organizational rights and responsibilities so that we comply with our legal duties and good practice is promoted.

**4. EQUALITY ACT 2010**

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<https://www.gov.uk/government/publications/public-sector-quick-start-guide-to-the-public-sector-equality-duty>

The Equality Act 2010 legally protects people with protected characteristics from discrimination, replacing previous laws. The Public Sector Equality Duty means that public bodies have to consider all individuals when carrying out their day-to-day work, in shaping policy, in delivering services and in relation to their own employees. It also requires that public bodies have due regard to the need to:

- **eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;**
- **advance equality of opportunity between people who share a protected characteristic and people who do not share it; and**
- **foster good relations between people who share a protected characteristic and people who do not share it.**

The Specific Duties require public bodies to publish information showing compliance with the Equality Duty annually and to set and publish equality objectives at least every four years.

The protected characteristics covered by the Equality Act and Public Duty are:

- **age**
- **disability**
- **gender reassignment**
- **being married or in a civil partnership (but only in respect of eliminating unlawful discrimination)**
- **being pregnant or on maternity leave**
- **race including colour, nationality, ethnic or national origin**
- **religion or belief – this includes lack of belief**
- **sex**
- **sexual orientation**

OFSTED will assess the extent to which the College complies with the Equality Act 2010 during inspection.

### **Gender Reassignment**

The College recognises gender differences and individuality and that there can be differences between sexes assigned at birth and gender identity. We recognise that some people may have a specific identity that they want to follow through choice. We will not discriminate against people on the grounds of gender variation at any stage in the process of gender reassignment, whether proposing to undergo, commenced, partial or complete. We will take positive steps to combat unlawful discrimination and harassment on these grounds.

### **Academic Freedom**

Academic freedom is protected by law and the College encourages genuine academic debate. Protection of academic freedom recognises that academic staff and students have the right to explore unpopular or controversial subjects and opinions. However, in line with the Equality Act (2010), individuals are not protected by academic freedom if discriminating against or causing harassment on the grounds of the 9 protected characteristics listed above. Should such behaviours be found to occur, the College will act in line with this Equalising Opportunity Celebrating Diversity Policy. This should not stifle genuine academic debate in genuine academic settings or publications.

## **5. NEW COLLEGE ENVIRONMENT**

The College accessible buildings, with additional support services and resources to support students with disabilities, learning differences or difficulties and other conditions. In the event of the College or partner organisations using premises which are not fully accessible for disabled people, individual needs will be assessed and met where possible or alternative provision offered.

## **6. NEW COLLEGE CULTURE**

Policies, procedures and codes of conduct in the College are in place to ensure personal safety and promote a respectful, harmonious working and study environment for all. Staff and student opinion, canvassed through surveys and group discussions, confirms that the College succeeds in this aim.

Students and staff are informed of College standards and what to do if they encounter problems. Records of complaints, safeguarding incidents, disciplinary events and staff grievances are reviewed so that equality related issues can be identified. Few incidents of equality related discrimination or harassment are reported. Disciplinary measures are enforced where required.

## **7. MARKETING, PUBLICITY AND PUBLIC ENGAGEMENT**

College marketing initiatives, publicity materials, student recruitment and public engagement activities are designed to be inclusive, accessible and to encourage participation from all. Particular efforts are made to recruit students who are underrepresented in education and those who have had limited opportunities for educational achievement.

## **8. EDUCATION AND TRAINING PROVISION**

Equality and diversity are embedded into teaching and learning and evidenced in course documentation, learning observations and student opinion surveys. The College promotes teaching techniques and resources which encourage inclusive learning, advance equality of opportunity and recognise diversity. All students are made aware of their rights and responsibilities in relation to equality during their induction. Student participation,

achievement and progression rates are analysed by age, gender, ethnicity and disability status and compared with local and national information in order to inform recruitment and narrow achievement gaps between different groups.

**9. EMPLOYMENT**

Staff recruitment and selection procedures, agreed by the College personnel committee and trades unions, follow best practice to ensure equality of opportunity. New College is registered with the government's *Disability Confident Employer* scheme which promotes the recruitment and retention of disabled staff. Analysis is undertaken of the age, gender, ethnicity and disability status of applicants, successful candidates and the workforce as a whole in order to identify underrepresentation.

Decisions on recruitment, selection, pay, training, promotion and termination of employment are based solely on objective and job related criteria. Gender pay gaps are identified and plans are in place to eliminate them.

Employees are required to undertake Equality and Diversity awareness training at induction and equality of opportunity is included in the staff performance review system.

**10. RECRUITMENT OF EX-OFFENDERS**

Information on the processes of recruitment of ex-offenders is available from the College's 'New College Employment of Ex-offenders' policy, which is available for all job applicants.

**11. MONITORING AND REPORTING**

The results of equality data analysis and monitoring are used to inform decision making and set objectives throughout the College, included in the College's annual Self-Assessment Report and Quality Improvement Plan and reported to Senior Managers. As required under the Equality Act 2010, information is published annually on the College website to demonstrate compliance with the Public Sector Equality Duty.

**12. RESPONSIBILITIES**

The Principal has overall responsibility for the operation of this policy, on behalf of the Corporation. The Head of Human Resources is responsible for all aspects of the employment relationship. All Managers must implement this policy and ensure that employees and contractors for whom they are responsible understand and implement the policy. All employees have personal responsibility for the practical application of the policy.

## Version Control

### Document Location

*This document if printed can only be considered up to date on the day that it was printed.  
For a current version of this document please see the Central Storage Library.*

### Revision History

**Date of this Revision:** Apr 2023

**Date of next Revision:** Apr 2024

Version	Date	Author	Change Description
1.0	April 2023	HR	Update to Policy

### Approvals

This document requires the following approvals:

Committee/Principalship	Date
Principal and CEO	6/4/23
Head of Human Resources	6/4/23
Corporation	7/4/23

### Distribution

This document has been distributed to:

Title/External Organisation/All Staff	Date of Issue	Version
All Staff	Apr 2023	1.0