

## Equality & Diversity Policy Statement

<b>Lead:</b> Executive Director Quality and Planning	<b>Status:</b> Approved
<b>Version:</b> 1.2	<b>Date of Version:</b> 12/01/16
<b>Approving Body:</b> Executive Team	<b>Supersedes:</b> Version 1.1
<b>Approved on:</b> 25/03/19	<b>Next Review date:</b> March 2021

## Equality analysis tool

1.	Is the policy relevant to the public sector equality duty?	Yes
2.	Have any concerns previously been raised about this policy or practice?	No
3.	Is likely to result in discrimination against a protected group?	No
4.	Does this policy positively contribute to the participation of under-represented groups in the College's activities?	Yes

## Vision & Values: Our Commitment

Wakefield College is committed to helping achieve equality for all learners, staff and other College users, and aims to ensure that all learners, whatever their background, have the opportunity to benefit from excellent and inspirational educational opportunities.

This is reflected in the College's mission statement:

*“Transforming lives through learning ... .. by enabling young people, adults and employers to fulfil their potential”*

The College's published Corporate Values also underline an ongoing commitment to the continued embedding of a culture that embraces and celebrates diversity and promotes access to learning. The College's values are:

- Responsiveness
- Teamwork
- Inclusiveness
- Respect
- Excellence
- Responsibility

The College's Value of Inclusiveness states that:

We are a 'College for All' offering opportunities for all. We treat everyone with fairness and without bias. We celebrate diversity and work for the best outcome for all our learners. On those rare occasions when we are not the best solution for someone, we support them in finding one.

Wakefield College shares the vision that colleges have a vital role in:

*“supporting social cohesion, creating aspiration and providing individuals with the wherewithal to advance their social, economic and personal ambitions.” (A Dynamic Nucleus – colleges at the heart of their communities 2011)*

and is committed to reducing gaps in attainment among people of all backgrounds, to promoting equality and diversity as an integral part of all that we do and ensuring that everyone has the opportunity to fulfil their potential.

## Policy Context

The Equality Act 2010 gives the key legislative requirements relating to equality and diversity. The Act identifies nine protected characteristics, age, disability, gender, gender identity, pregnancy and maternity, race, religion and philosophical beliefs, sexual orientation and marriage and civil partnerships. All

nine characteristics are covered in the employment duties of the Act. The protected characteristic of marriage and civil partnership is not included in the educational duties of the Act.

The Act outlaws unfair discrimination against an individual because of a protected characteristic and this includes the following types of discrimination:

- direct discrimination (including discrimination based on association or perception) – occurs when you treat a person less favourably than you treat another person because of a protected characteristic
- indirect discrimination - occurs when a practice has the effect of putting people sharing a protected characteristic within the general group at a particular disadvantage
- harassment – occurs when someone behaves in a way that creates an offensive, hostile, degrading, humiliating or intimidating environment for a person
- victimisation - occurs if you treat someone badly because they have been involved in a claim or complaint about discrimination
- discrimination arising from disability - occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment
- failure to make reasonable adjustments (for disabled people) – occurs when an organisation fails to make reasonable adjustments for a disabled person to avoid the disabled person being placed at a substantial disadvantage compared to a non-disabled person

The Act introduced public sector equality duty which requires the College to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

The first part of this duty to eliminate unlawful discrimination, harassment and victimisation applies to all nine protected characteristics while the rest of the duty applies to eight of the protected characteristics and excludes marriage and civil partnerships.

## **Roles and responsibilities**

Each member of the College community is responsible for following and supporting this policy. The guidance applies to students, governors, employees, agents, contractors, volunteers and visitors. We expect all members of our community to support our commitment to equality and diversity.

Any member of the College community may raise, either informally or formally, complaints of unfair and/or discriminatory treatment.

The guidance applicable to particular roles in the College follows.

### **Governors**

The governing body carries the ultimate responsibility, under the law, for ensuring that our College meets the requirements of equality legislation. In particular governors will:

- set and maintain the strategic direction for equality and diversity
- monitor performance and targets through regular reports

### **Senior Leadership Team**

The Senior Leadership Team has overall operational responsibility for equality and diversity and will:

- proactively champion equality and diversity
- carry primary responsibility for ensuring all aspects of this policy are carried out effectively
- ensure that measurable equality targets are set to accomplish the duties of the legislation
- ensure regular reports are made to the governors monitoring progress and performance

### **Staff**

Each member of staff is responsible for supporting this policy and the law. Every role in the College has an equality and diversity component and staff will:

- apply and embed the vision and values of this policy in their work and roles
- support and enable students to follow this policy
- take appropriate and immediate action in the event of incidents of harassment, unfair discrimination or misbehaviour alerting or involving if necessary, senior College staff

### **Students**

Students are expected to support and follow this policy and will:

- treat everyone with respect, fairly and with understanding, making them feel welcome in the College
- abide by the law

- use language carefully, without swearing or inappropriate language, and not say rude, hurtful or disrespectful things about other people
- report any concerns they have for themselves or others
- endeavour to resolve differences and disagreements amicably

## **Monitoring and evaluation**

The College will regularly measure, review and reinforce the effectiveness of the policy statement through:

- The Annual Equality and Diversity Report and Data Pack
- Self-assessment
- Staff and student surveys and data analysis
- Formal complaint monitoring
- Reporting to governors
- Collecting and disseminating examples of good practice.