

Equality & Diversity Policy

April 2010

Applicable to staff, students,
customers and the general public using Chelmsford College

Contents

Introduction	3
Purpose	3
Scope	3
Equality and Diversity	3
Roles and Responsibilities	4
Equality Statements	4
Promotion and Publication	5
Review of Policy	5

Equality & Diversity Policy

1. Introduction

- 1.1 The Equality & Diversity policy is in place to demonstrate our commitment to equality of opportunity for all those visiting, working and studying at our college. It supports our published Single Equality Scheme..
- 1.2 Equal Opportunities are an important aspect of College life because we want to create an environment in which everyone is able to achieve his/her full potential.

2. Purpose

- 2.1 The purpose of the Equality & Diversity Policy is to outline the way in which the College will treat its staff, students, visitors, customers and suppliers.
- 2.2 The College has statutory duties imposed under UK law to promote equality of opportunity between people of different groups. Full details of the statutory duties are available in the Single Equality Scheme.

3. Scope

- 3.1 This policy applies to staff, students, visitors, customers and suppliers. It applies to anyone who uses the College at any point in time. All users are to be treated equally, with dignity and respect and without being subjected to discrimination.

4. Equality & Diversity at Chelmsford College

- 4.1 Promoting equality of opportunity is important at Chelmsford College and integrated into all activities undertaken within the College, from Strategic and Operational Planning, development, delivery and assessment of curriculum, and recruitment and employment of staff. We also ensure equality of opportunity is an integral part of engagement of contractors and procurement of services.
- 4.2 The 6 strands of equality are:
 - Race
 - Disability
 - Gender
 - Age
 - Religion and Belief
 - Sexual Orientation
- 4.3 The College has written and implemented a Single Equality Scheme to identify the 6 strands of equality and diversity and to ensure we promote equality through various mechanisms and fulfil our statutory duties.
- 4.4 A range of groups and methods are used at Chelmsford College to progress the equality and diversity agenda including:
 - Equality & Diversity Committee (including staff and students)
 - Staff Council
 - Disability Focus Group (Staff and students)
 - Intranet Poll questions
 - Student Representatives Meetings

Equality & Diversity Policy

5. Roles and Responsibilities

- 5.1 As members of the College community we all have a responsibility to work towards equality of opportunity in all 6 strands of equality as outlined in 4.2 above.
- 5.2 It is a specific responsibility of the College Equality & Diversity Committee, made up of staff and students from all areas and chaired by the Director of Human Resources, to ensure that the Equality & Diversity Action Plan is revised annually and all actions implemented according to timescales.
- 5.2 This action plan aims to broaden awareness of issues and ensure good practice in everything we do. The Director of Human Resources will report progress against the action plan to the College Governors.

6. Equality Statements

- 6.1 Chelmsford College will promote equality of opportunity to all staff and students in accordance with current equality legislation, including:
- Race Relations Act, as amended
 - Sex Discrimination Act, as amended
 - Employment Equality (Age) Act
 - Disability Discrimination Act, as amended
 - Employment Equality (Sexual Orientation) Regulations
 - Employment Equality (Religion or Belief) Regulations
 - Equality Bill 2010 (pending)
- 6.2 The Equality Bill 2010 will rationalise all equality legislation and simplify the complexities of equality legislation. This legislation will also introduce the general and specific duties for public sector organisations to promote equality of opportunity to people of all sexual orientations, religious or belief groups and age groups.
- 6.3 Chelmsford College believes in equality of opportunity in all its activities including the delivery of education, training, projects, procurement, employment and recruitment.
- 6.4 It is unlawful to discriminate directly or indirectly on the grounds of race, disability, gender colour, nationality, religion or belief, ethnic origin, sex, age or sexual orientation.
- 6.5 Where practicable the College will endeavour to accommodate the cultural and religious needs of students and staff within the constraints of operational requirements.
- 6.6 The College's Race Equality Scheme, Disability Equality Scheme and Gender Equality Scheme have been combined into the Single Equality Scheme. The Single Equality Scheme covers all 6 strands of equality.

7. Promotion and Publication

- 7.1 The Director of Human Resources prepares an annual Equality Report which provides information on:
- Specific actions and projects undertaken during the college year
 - Action points (and progress against them) raised with or by the E&D Committee
 - Data monitoring in respect of staff and students
 - An assessment of the equality impact of College policies
 - Specific actions recommended for the forthcoming academic year
- 7.2 The report is made available to the College community via the intranet and is sent to the Governors.

8. Review of Policy

- 8.1 The Equality & Diversity Policy will be reviewed in line with legislative changes and case law but will be formally reviewed on an annual basis. This will be done through the Equality and Diversity Committee.