

Equality and Diversity Policy

Vision and values

City College Plymouth is a College of respect committed to equality and diversity and dedicated to reducing barriers by offering fair opportunity to all students and staff. We value, welcome and actively celebrate the benefits that diversity and difference bring to the College and our society. One of our core values is:

We celebrate diversity and inclusion and the breaking down of barriers to success

The College is committed to creating a safe environment for all students and staff and we firmly believe that all forms of prejudice and unfair discrimination are unacceptable. We aspire to excellence and are committed to ensuring that staff integrate and embed equality and diversity in processes and practices across the organisation. We are dedicated to the active pursuit of equal opportunities that address the need and right of everyone in the College to be treated with respect and dignity. Our aim is to create an environment where, without exception, people treat each other with mutual respect and we ensure that we are a College where our difference become our strengths.

Tackling inequality through education is essential if we are to achieve a fairer and equal society. The College will raise awareness of equality and human rights; it will uphold and promote fundamental values to help prepare our students for work and life in modern British society. We will underpin the key values of democracy, rule of law, individual liberty, mutual respect and tolerance. Our teaching, learning and assessment will promote equality and celebrate diversity; furthermore, we are committed to challenge and address discrimination, victimisation, harassment, stereotyping, radicalisation and bullying.

This Equality and Diversity Policy applies to all members of the College community.

Legislation

The Equality Act 2010 provides the key legislative requirements relating to equality and diversity. Within this piece of legislation, nine protected characteristics are identified: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Act outlaws unfair discrimination against an individual because of a protected characteristic and includes the following types of discrimination:

- direct discrimination - when you treat a person less favourably than you treat another person because of a protected characteristic

- indirect discrimination - when a practice has the effect of putting people sharing a protected characteristic within the general group at a particular disadvantage
- harassment – when someone behaves in a way that creates an offensive, hostile, degrading, humiliating or intimidating environment for a person
- victimisation - if you treat someone badly because they have been involved in a claim or complaint about discrimination
- discrimination arising from disability - when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment
- failure to make reasonable adjustments – when an organisation fails to make reasonable adjustments for a person with disabilities to avoid the disabled person being placed at a substantial disadvantage compared to person without disabilities

The Public Sector Equality Duty was created as part of the Equality Act 2010; each year, as part of this duty, the College publishes a report that summarises and demonstrates:

- the extent to which the advancement of equality and diversity is evident within our College
- our strong commitment to a culture of fairness, tolerance and respect
- our pledge to provide inclusive educational provision that respects and responds to the diverse needs of our local community
- the progress we have made towards our equality objectives

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

The College continues to publish gender pay gap information within its Equality and Diversity Annual Report. Since March 2018, as part of the Public Sector Equality Duty, the College has published its gender pay gap data together with a written statement on the public-facing College website.

The Counter Terrorism and Security Act 2015 and the Prevent Duty

This places a duty on the College to have "due regard for the need to prevent people from being drawn into terrorism" and to challenge vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

We recognise that we play a vital role in keeping our students safe from harm, including from the risks of extremism and radicalisation. College staff are expected to exemplify key British values within their general behaviours, leadership and management. Promoting key values of our society alongside building students' confidence to both question and challenge extremist beliefs and ideologies will help to develop resilience.

All staff are required to undertake mandatory training linked to the Prevent Duty, Staying Safe and College Guidance on the Lockdown Procedure.

Roles and responsibilities

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

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 strategic direction for equality, diversity and British values
- monitor performance and targets through regular reports

Senior Leadership Team

The Senior Leadership Team has overall operational responsibility for equality and diversity and British values through:

- proactively championing equality, diversity and British values
- carrying primary responsibility for ensuring all aspects of this policy are carried out effectively
- ensuring that measurable equality targets are set to accomplish the duties of the legislation
- ensuring regular reports are made to governors who will monitor progress and performance

Staff

Each member of staff is responsible for supporting this policy through:

- applying and embedding the vision and values of this policy in their work and roles
- undertaking relevant mandatory training
- supporting, encouraging and enabling students to follow this policy
- taking appropriate and immediate action in the event of incidents of harassment, unfair discrimination or misbehaviour alerting or involving, if necessary, senior College staff

Complaints from staff may be made via the Harassment Policy or the Grievance Procedure (details of both of these policies are available in the Staff Intranet or from the Human Resources Team). Support to staff is available through the Human Resources Team as well via usual line management.

Students

Students are expected to support and follow this policy through:

- treating everyone with respect, fairly and with understanding
- abiding by the law
- using language carefully, without swearing or inappropriate language, and not say rude, hurtful or disrespectful things about other people
- reporting any concerns they have for themselves or others
- resolving differences and disagreements amicably

Complaints from students may be raised through the Talkback procedure.

Monitoring and evaluation

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

The Equality and Diversity Annual Report
Self-assessment and Quality Improvement reporting
Staff and student surveys and data analysis
Formal complaint monitoring
Reporting to governors
Collecting and disseminating examples of good practice
Strategic Plan/Operational Plan monitoring activities
Mandatory training statistics – Safeguarding, Equality & Diversity, Prevent

Dates of Review

First issue	July 2008
Annual Reviews	September 2009 - 2018
Next review	June 2019