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# SINGLE EQUALITY POLICY

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Person(s) Responsible:	Mr J Cleary
Governors' Committee:	Student Welfare and Community Committee
Last Review Date:	Summer 2019
Next Review Date:	Summer 2023
Status:	Statutory

This Policy sets out the College's approach to promoting equality, as defined within the Equality Act (2010) and The Equality Act 2010 (Specific Duties) Regulations 2011

## **Introduction**

This policy sets out the College's approach to promoting equality, as defined within the Equality Act (2010) and The Equality Act 2010 (Specific Duties) Regulations 2011.

This policy will cover:

- aims and values
- the College's overall approach to promoting equality, diversity and tackling discrimination
- specific reference to sex, race, disability, religion or belief, sexual orientation, students who are pregnant and students who are undergoing or have undergone gender reassignment
- roles and responsibilities
- monitoring, reviewing and assessing impact

## **Our Vision**

The College will strive to:

- Develop a strong sense of self-esteem and robust self confidence in all students
- Recognise and celebrate the achievement of all students
- Promote understanding of value-added methods for evaluating achievement
- Promote students' and parents' understanding of our equality policies and practices and secure their commitment to them
- Promote parental involvement in their children's education and encourage the regular participation of all parents in celebratory, consultative, information gathering and social events
- Implement a range of methods to gather student and parental opinion and serious consideration of the trends and ideas expressed

## **Protected Characteristics**

The Equality Act (2010) requires all public sector organisations to promote equality across the full range of protected characteristics, namely:

- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Pregnancy and Maternity
- Age
- Marriage and civil partnerships

## **The College's overall approach to promoting equality, diversity and tackling discrimination**

This policy reflects our statutory duties in relation to race, disability, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity, age, marriage and civil partnerships and promoting community cohesion. The duties cover staff, students, parents/carers and people using the services of the College such as parents/carers and the community. It also includes our priorities and actions to eliminate discrimination and harassment for these areas.

Under current legislation all schools have a 'General Duty' to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic by tackling prejudice and promoting understanding

### **Race Equality**

The general duty to promote race equality means that we have due regard to:

1. Eliminate unlawful racial discrimination
2. Promote equality of opportunity
3. Promote good relations between people of different racial groups

We follow recommended procedures for dealing with racist actions or any form of discrimination. The College keeps appropriate records of all incidents.

### **Disability Equality**

The general duty to promote disability equality means that we have due regard to:

1. Promote equality of opportunity between disabled people and other people
2. Eliminate unlawful discrimination
3. Eliminate disability related harassment
4. Promote positive attitudes towards disabled people
5. Encourage participation by disabled people in public life
6. Take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than other people.

### **Accessibility**

There is specific disability legislation in relation to disabled students and accessibility which means we plan strategically over time to:

1. Increase access to the curriculum
2. Make improvements to the physical environment of the College to increase access
3. Make written information accessible to students in a range of different ways

We ensure that disabled students do not receive less favourable treatment and to do this the College has a duty to make reasonable adjustments.

### **Gender Equality**

The general duty to promote gender equality means that we have due regard to:

1. Eliminate unlawful discrimination and harassment
2. Promote equality of opportunity between all genders

The duty also includes the need to consider actions to address the causes of any gender pay gap.

## **Transgender and students questioning their original gender**

Transgender people are explicitly covered by the gender equality duty. The term 'transgender' refers to a range of people who do not feel comfortable with their birth gender. The College will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the College community.

## **Age, sexual orientation, religion, belief, pregnancy and maternity**

We ensure that we do not discriminate on these grounds and we take all reasonable actions to eliminate discrimination and harassment for these equality areas.

## **Community Cohesion**

We always aim to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious socio-economic groups.

## **Roles and responsibilities**

### ***The Governing Board is responsible for:***

- ensuring the College complies with current equality legislation by regular monitoring
- ensuring this policy and its procedures are followed

### ***The Principal is responsible for:***

- ensuring the policy is readily available and that the governors, staff, students and their parents/carers know about it by publishing the policy
- ensuring its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and provide training for them on the policy, if necessary
- ensuring all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

### ***All College staff are responsible for:***

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- attending relevant training and keeping up to date with the law on discrimination opportunities

### ***Students are responsible for:***

Keeping the College informed of any concerns regarding equality and diversity issues.

***Parents/Carers are responsible for:***

Bringing equality and diversity issues to the College's attention where appropriate.

***Visitors and contractors are responsible for:***

Meeting the College's published expectations of equality.

***Responsibility for overseeing equality practices in the College lies with the Principal and the Governing Board Student Welfare & Community Committee through:***

- coordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment
- monitoring the progress and attainment of potentially vulnerable groups of students
- monitoring exclusions to ensure no vulnerable group is discriminated against

**Monitoring, reviewing and assessing impact**

The College will do this by:

- collecting and analysing equality information for students at Collingwood College
- collecting and analysing equality information for employment and governance at Collingwood
- consultation and involving stakeholders

The College systematically monitors all its policies, procedures and practices to ensure they are genuinely accessible and meet the needs of all our staff, students and the local community.