
SINGLE EQUALITY POLICY

Person(s) Responsible:	Mr E Tanner
Governors' Committee:	Student Welfare and Community Committee
Last Review Date:	Autumn 2014
Next Review Date:	Autumn 2018
Status:	Statutory

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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

Aims and Values

A copy of our current College aims can be viewed on the College web-site. The College's key principles and values related to equal opportunities are:

- We strive to make the best possible provisions for the whole College community regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation
- We respect diversity. We know that treating people equally is not simply a matter of treating people the same. We believe in the process of taking necessary steps to ensure that every young person is given an equality of opportunity to develop socially, to learn and enjoy community life. This means that we do our best to make reasonable adjustments for disability, recognise and celebrate cultural differences and understand the different needs and experiences of males and females
- We know that equalities are not simply about protecting the potentially vulnerable. We believe that all students may be disadvantaged by the holding of prejudicial views and seek to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation
- We are proactive in our efforts to identify and minimise existing barriers or inequalities
- We seek the views of all groups affected by the policies and work of our College and try to involve them in policy review

Protected Characteristics

The Equality Act (2010) has required 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 integrates 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 and people using the services of the College such as parents and the community. It also includes our priorities and actions to eliminate discrimination and harassment for these equality areas.

Under statutory duties 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 must 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 must 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 must 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 must 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 must 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 will ensure that we do not discriminate on these grounds and we will take all reasonable actions to eliminate discrimination and harassment for these equality areas.

Community Cohesion

We also have a responsibility to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious socio-economic groups.

Roles and responsibilities

College Governors are responsible for:

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

The Co-Principals are responsible for:

- making sure the policy is readily available and that the governors, staff, students and their parents/carers know about it by publishing the policy
- making sure 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
- making sure 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 through a shared input with staff on developing policies relating to this area. This may include the anti-bullying policy and specifically racist and homophobic bullying.

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 Co-Principals and the Student Welfare & Community Committee.

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of students (e.g. children and young people in care, children from minority ethnic/language or Traveller communities, disabled students etc)
- Monitoring exclusions

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 people

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 in the protected characteristics.

Other College Policies

This policy should be read in conjunction with other policies and procedures:

- College Improvement Plan
- Learning and Teaching Policy
- Personal, Social, Health Education & Citizenship Policy
- Spiritual, Moral, Social and Cultural Development
- Accessibility Action Plan
- Special Educational Needs and Disability Policy
- Anti-bullying Policy
- Whistleblowing Policy
- Access to education for children with medical needs
- Fairness and Dignity at Work Policy
- Child Protection and Safeguarding Policy