

EQUALITY & DIVERSITY



Our vision:

“To be a progressive, dynamic, effective college with a clear identity which places the interest and success of learners at the centre of its activities”

I am delighted to introduce you to the Peterborough Regional College Principles of Equality and Diversity leaflet.

Our vision of gathering a deep understanding of local needs at all levels of Further Education and providing a caring culture that respects individual needs - sits at the heart of our mission to help the local community achieve “Success in a Caring College” and fulfil their personal aspirations and ambitions.

If we do not provide for all groups within our Community we will be unable to achieve this, therefore we actively promote the equality of disability, gender, race, age, religion and belief, gender identity and sexual orientation across our many activities.

This leaflet sets out for you our approach to ensuring inclusion and success for all employees and students.

The College will seek to ensure that:

- It fulfils all its legal requirements placed on it under Equality Legislation and associated Guidance and Codes of Practice
- It fulfils its duty to make reasonable adjustments as far as reasonably practicable, to enable employees and learners to have access and carry out their work and studies
- Employees, learners and their sponsors are aware of the value placed upon equal opportunity and that formal investigations and disciplinary action may be taken in the event of any breach of policy including harassment
- Marketing and publicity materials present appropriate messages and are designed to reach all groups within the Community
- It provides all partners and associates with a copy of the College Equality and Diversity Policies and ensures that they understand their responsibilities and agree adherence to them whilst working with / for the College.

- It provides appropriate support networks for employees and students who may wish to highlight how the College environment and actions affect them (e.g. from the perspective of disability, gender, race, age, religion and belief, gender identity and sexual orientation).
- It has inclusive and open recruitment and selection, progression and development processes to encourage our diverse student and employee groups to develop and progress.

We will promote Equality & Diversity by:

- Actively promoting equality of opportunity and good relations between all sections of the College’s community
- Promoting equality and diversity throughout all operational activities
- Actively encouraging applications from underrepresented groups through alternative media use and forming links with local community groups
- Ensuring that equal opportunity to the College and its courses exists
- Holding accreditations to support equal opportunity standards
- Delivering an inclusive approach to celebrating success at award ceremonies and similar events
- Actively promoting support groups for employees and students
- Reinforcing the Colleges commitment to equality in the prospectus and annual report.

As an employee of the College you are responsible for ensuring that:

- You are aware of the College's statutory duties in relation to equality legislation that are outlined in our Equality Policies
- Your schemes of work, lesson content, teaching resources, planning activities, communication, actions demonstrate sensitivity to issues of diversity and are adapted where necessary
- You challenge inappropriate behaviour, whether deliberate or not by learners, colleagues, College partnerships, work placement providers and outside contractors
- You respond positively to the Equality and Diversity needs of colleagues and learners and make reasonable adjustments where necessary
- You endorse and fully support the College's "Respect" campaign.

As an employee of the College there are a number of support networks available to provide guidance and support to you should you require them. They are:

- Equality and Diversity committee group members split into Race, Disability and Diversity (inc LGBT). These groups can provide support and guidance on College policies and processes. Their members are publicised on the College Intranet or details are available from Human Resources
- Employee Consultation Group (ECG) members and union representatives – colleagues who can raise awareness of issues directly to Senior Management and provide guidance on College policies and processes. Details of the individual covering your area is available on the College Intranet or from Human Resources
- Human Resources Team and your line manager – who in confidence can provide guidance on College policies and processes
- College Counsellor / Well-being team – available by appointment for one to one counselling

As an employer the College monitors and reviews the effectiveness of its Equality and Diversity policies:

- Every two years and/or when necessary due to a change in policy, legislation or guidance
- With the involvement and consultation of appropriate groups and stakeholders in its review and on-going development
- Through the publication and implementation of action plans covering Race, Disability and Diversity
- By reviewing and implementing best practice observed in other organisations

It is important that all employees and students understand that the College will not tolerate any form of behaviour or activity that discriminates on the grounds of gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, ethnic background and disability. If an employee is alleged to have discriminated against someone, including harassment, a full investigation will be carried out which may result in summary dismissal.

I strongly believe that our leadership approach to equality and diversity will create a College that we can all be proud to work and study in. Every employee has a responsibility and a role to play in delivering an environment where equality and diversity is respected, but more importantly where every individual is respected.

I look forward to meeting you and welcome any comments or suggestions for improvement that you may have on our leadership approach to Equality and Diversity.

Best Regards

Angela Joyce
Acting Principal

Further information relating to Equality and Diversity including our policies can be found on the College Intranet.