

# EQUALITY & DIVERSITY CHARTER

This charter sets out for you our approach to ensuring inclusion and success for all employees and learners.

## The College will seek to ensure that:

- It fulfils all its legal requirements placed on it under Equality Legislation
- 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 respect all community groups
- 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 has inclusive and open recruitment and selection, progression and development processes to encourage our diverse learner and employee groups to develop and progress

## We will promote Equality and 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 our schemes of work, lesson content, teaching resources, planning activities, communication, actions demonstrate sensitivity to issues of diversity and are adapted where necessary
- Ensuring that everyone has access to the College and its courses
- Holding accreditations to support equal opportunity standards
- Delivering an inclusive approach to celebrating success at award ceremonies and similar events
- Reinforcing the Colleges commitment to equality in college publicity material

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

- You are aware of your own and the College's statutory duties in relation to equality legislation that are outlined in our Equality Policies
- You restrain from and challenge inappropriate behaviour, whether deliberate or not by students, colleagues, College partnerships, work placement providers and outside contractors
- You respond positively to the Equality and Diversity needs of colleagues and fellow students and make reasonable adjustments where necessary
- You endorse and fully support the College's "Respect" campaign

## 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, Gender, Disability and Diversity
- By reviewing and implementing best practice observed in other organisations

It is important that all employees and learners understand that the College will not tolerate any form of behaviour or activity that discriminates, without proper justification, on the grounds of gender, marital status, family responsibilities, sexual orientation, race, nationality, religious belief, ethnicity or disability. If an employee or student is alleged to have discriminated against someone, including harassment, a full investigation will be carried out which may result in summary dismissal or expulsion.

Angela Joyce  
Acting Principal

