

Reference:	Status:	Approved By:	Date:	Revision:
BC/GEN/016	Approved	Teaching & Learning Governors Resources Governors	25 November 2015	002

Equality & Diversity

POLICY (SINGLE EQUALITY SCHEME)

BIDEFORD COLLEGE

INTRODUCTION

Our aim at Bideford College is to provide an educational service for Bideford, and its catchment area in North Devon, that recognises and respects the diversity of the local population, and which develops an organisation that embraces diversity in its broadest sense both in service delivery and as an employer. We also recognise that the growing diversity of our local population and workforce enriches the society in which we live and work.

Bideford College is also a major employer in North Devon and the employment elements of this policy are important to all our staff and we will ensure that no staff are discriminated on the grounds of their race, disability, gender (including gender identity), age, sexual orientation or by religion or belief.

Bideford College takes its duties under the different discrimination legislation seriously and has been working hard to develop diversity into the culture of the organisation. The legislation from which we accept and operate our duties in this respect currently includes:

- The Equality Act 2010
- The Anti-social Behaviour, Crime and Policing Act 2014

As a public body Bideford College will look to incorporating all aspects of equality and diversity into a Single Equality Scheme, a commitment from which we plan to meet our duties under the new equality legislation.

THE EQUALITY ACT

This Act makes provision to require Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities; to reform and harmonise equality law and restate the greater part of the enactments relating to discrimination and harassment related to certain personal characteristics; to enable certain employers to be required to publish information about the differences in pay between male and female employees; to prohibit victimisation in certain circumstances; to require the exercise of certain functions to be with regard to the need to eliminate discrimination and other prohibited

conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase equality of opportunity; to amend the law relating to rights and responsibilities in family relationships; and for connected purposes.

Equality Act - protected characteristics

The following characteristics are protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

EQUALITY AND DISCRIMINATION

This policy recognises that the following areas of discrimination and prejudice need to be acknowledged, supported, and acted upon. Bideford College is committed to challenging all forms of discrimination and prejudice.

Age

It is unlawful for your age to be the cause of less favourable treatment in your workplace or at school (Equality Act 2010).

Religion, belief and lack of faith

Your religion, belief or lack of faith, or those of somebody else, should not interfere with your right to be treated fairly at work or at school. Aspects of discrimination and prejudice on religious or belief grounds may be legally considered as 'hate crimes'.

Disability

If you have a physical or mental impairment, you have specific rights that protect you against discrimination. Employers and schools are obliged to make adjustments for you.

Gender

Women, men and transgender (gender identity) people should not be treated unfairly because of their gender, because they are married or because they are raising a family or caring for elderly relatives.

Race

Wherever you were born, wherever your parents came from, whatever the colour of your skin, you have a right to be treated fairly.

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Sexual Orientation

Whether you are gay, lesbian, bisexual or straight should not put you at a disadvantage. Aspects of discrimination and prejudice on sexual orientation grounds may be legally considered as 'hate crimes'.

Hate Crime

This involves any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice based on a personal characteristic. Hate crime can be motivated by disability, gender identity, race, religion or faith and sexual orientation. It is covered by The Anti-social Behaviour, Crime and Policing Act 2014

A BIDEFORD COLLEGE EQUALITY AND DIVERSITY ACTION PLAN

Associated with this policy document is a comprehensive action plan which outlines the strategic areas for development, review and monitoring. It also says which groups within the College are responsible for aspects of monitoring.

EQUALITY IMPACT AND NEEDS ASSESSMENT (EINA)

The purpose of an Equality Impact and Needs Assessment (EINA) is to improve the work of the College by making sure it does not discriminate and that, where possible, it promotes equality. It is a way to make sure individuals and teams think carefully about the likely impact of their work on people in the Bideford area and take action to improve policies, strategies, and projects, where appropriate.

There is a focus on assessing the impact on certain groups of people known as equality groups. By anticipating the consequences of policies and projects on these groups we can make sure that, as far as possible, any negative consequences are eliminated or minimised and opportunities for promoting equality are maximised.

An EINA form has been provided to help with this process and offer a checklist of issues and actions to consider. It has to be completed prior to any implementation of strategy, policy or function. If you have to carry out an EINA you can contact the member of College staff responsible for the implementation of this policy to provide you with some support if needed.

ASSOCIATED POLICIES/PROCEDURES

- Antisocial Behaviour, Crime & Policing Act 2014
- Bideford College EINA
- Disability Equality Policy
- Equality Act 2010
- Equal Opportunities Policy
- Equality & Diversity Action Plan
- Gender Equality Policy
- Race Equality Policy
- Safeguarding Policies & Procedures

REVISION HISTORY

- 002 Review (Nov15)
- 001 Original document