

EQUALITY AND DIVERSITY POLICY

"The College of West Anglia is committed to ensuring equality of opportunity to all learners, clients and employees. It is also committed to acknowledging the diversity of the society in which it works. No applicant, employee, student or client will receive less favourable treatment or be demeaned on the ground of ethnicity, gender, race, religion or belief, nationality, disability, marital status, sexual orientation, age, or trade union activity. The college will ensure that, wherever possible, its practices match the diverse community it serves.

Equality and Diversity matters are reviewed by the Equality and Diversity Committee, who are also responsible for reviewing and monitoring information. The College of West Anglia wants to do more than comply with present legislation for equality and diversity. The intention is to go beyond it to make our policies and procedures fully inclusive, eliminating discrimination and demeanment, promoting equality, supporting community cohesion and embracing diversity in all its aspects.

Our commitment to equality is to

- Respect and value everyone
- Be fair in all that we do – eliminate demeanment
- Work towards eliminating inappropriate discrimination and improving community cohesion
- Aim to extend our services through listening to and working together with all our communities
- Strive to continually improve

Discrimination is where an individual or group receives less favourable treatment without some justifiable reason. We seek to eliminate discrimination including demeanment of any kind.

Gender Policy

The College of West Anglia will treat all individuals respectfully, fairly and equitably regardless of gender or change in gender.

Learning Difficulty and Disability Policy

It is the duty of The College of West Anglia to provide adequate and appropriate learning opportunities for all people over the age of 16 years, within its district, and in so far as that is practicable and reasonable. In certain cases, the College will seek to support provision and activities pre-16 in order to encourage and facilitate progression.

For those students for whom the College is unable to make suitable provision, the College will offer assistance in securing access to alternative suitable opportunities.

Race Equality Policy

The College of West Anglia affirms that all people, regardless of ethnic origin, have the same rights, responsibilities and opportunities. Everyone in the College Community is equally valued and should treat one another with respect.

We are committed to identifying and eliminating all forms of racism whether overt, covert or by omission.

The College of West Anglia welcomes students from all racial groups and works to help them all do well working towards their qualifications. It promotes equality of opportunity, good race relations, community cohesion and tackles racial discrimination through its publicity, policies and procedures.

The College of West Anglia celebrates and values the diversity brought to its workforce by individuals, and believes that the College will benefit from engaging staff from a variety of racial, ethnic and national backgrounds, thus allowing it to meet the needs of a diverse student population within a multi-cultural society. The College of West Anglia will treat all employees with respect and dignity, and seek to provide a positive working and learning environment free from racial discrimination and demeanment, harassment or victimisation, and also by encouraging positive relationship between members of different racial groups.

Other Protected Characteristics Policy -

age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

The College of West Anglia is committed to ensuring that barriers to equal opportunities for those who are in these protected groups are eliminated as far as is practical for applicants to be and current staff and students. In all our dealings we will be as fair and equitable as possible and put in place measures to promote the widest possible participation and success.

Socio-Economic Disadvantage

As a College in an area of rural deprivation we are acutely aware of the socio-economic inequities that lead to a low aspiration and attainment and ultimate success.

Responsibilities

Governors, all staff, students, contractors and agents are responsible for the promotion and implementation of the above policies. All incidents of discrimination or demeanment should be challenged. Diversity should be part of all our work. The College of West Anglia has clear equality objectives and aims to share these when working with other organisations. In the case of staff, consequences of contravening this policy are subject to the college disciplinary process. In the case of contractors it may lead to termination of services."

Custodian: Jill Francis

Last date reviewed:

16 September 2011

Last date this policy was Impact Assessed

21 July 2010