

# QUEEN ELIZABETH SIXTH FORM COLLEGE

## EQUALITY DUTY STATEMENT

### AIMS AND VALUES

The College actively promotes equality of opportunity regardless of such characteristics as age; disability; gender reassignment; pregnancy and maternity; race to include ethnic or national origins, colour or nationality; religion or belief to include lack of belief, sex and sexual orientation. It values diversity and encourages mutual respect in all relationships.

### GUIDING PRINCIPLES

The College's Equality Duty Statement demonstrates the College's commitment to the values of the Equality Act which came into force in October 2010. A key measure of the Act is the public sector Equality Duty which came into force on 5 April 2011. The College publishes information and sets objectives to demonstrate compliance with the Duty. These can be seen on the College's website.

However, Equality and Diversity is more than just meeting legal obligations. It is about making a difference to the lives of the people we serve, treating all people with dignity and respect, and recognising the value of each individual.

The College has a clear vision and purposeful strategy for the future. It has an absolute commitment to the success and general welfare of all its students, employees and users. As part of its commitment to equality of opportunity and inclusivity, the College will have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

The College's commitment to valuing diversity and embedding equality in all that we do can also be seen in its Mission and Strategic Objectives, Quality Improvement Plan, Whole College KPI reports and Whole College Self Assessment Report.

Full details of the Policy and Policy Guidelines can be seen in the accompanying College's Equality and Diversity Policy.

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### **LEADERSHIP AND MANAGEMENT**

The full involvement of senior managers and other key members of staff is essential. Opportunities to help all staff, governors and students to understand the College's vision and their own responsibilities will continue to take place as part of an ongoing programme provided by the College.

#### The governors are responsible for:

- Ensuring that the organisation stays within the Equality Act and other relevant legislation, and meets all of its duties.
- Ensuring that due regard is given to the three aims of the Equality Duty in considering strategic direction, review of performance and in good governance of the College.

#### The Principal is responsible for;

- Giving a consistent and high profile lead on equality and diversity issues.
- Overseeing the strategic direction, design, delivery, quality and effectiveness of the College and its functions in the light of the Equality Duty.

#### The Assistant Principal is responsible for:

- Co-ordinating work on equality and diversity.
- Making sure that all staff and students know their responsibilities, and receive support and training in carrying these out.
- Preparing reports for the Governing Body

#### The Human Resources Manager is responsible for;

- Building equality considerations in employment policies, practices and procedures
- Preparing reports for the Equality and Diversity committee and the Governing Body

#### All managers (including Heads of Subject and Course Leaders) are responsible for:

- Putting the Equality and Diversity policy and its strategies and procedures into practice, including reviewing and evaluating the effects on equality.
- Following the relevant procedures and taking action where staff or students have behaved in a way which goes against the College's aims and values.

#### All staff and students are responsible for:

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- Promoting equality and diversity, and avoiding behaving in a way which goes against the College's aims and values.
- Participating in training and learning opportunities as appropriate.

### **MONITORING, REVIEWING and ASSESSING IMPACT**

The College recognises the vital importance of assessing our progress in relation to targets set and the need for actions to have real and positive impact upon the experiences of all students, staff and users of the College. Each one of the objectives included in the objectives at the end of this Statement will therefore be analysed and reported upon in such terms. By embedding all targets into the College's robust Quality Assurance and Self Assessment systems that are already established, it is intended that the Statement and Objectives impact measurements represent a significant dimension of the College culture rather than being an additional and separate issue.

As such:

- The College monitors the experience of students, staff and users from diverse backgrounds through regular consideration of that experience at the meetings of the Equality and Diversity Committee, as reported to it by standing and occasional representatives. Actions arising from these meetings feed into the College's Objectives.
- The College assesses the effects of its policy and practice on applications and admissions to the College by measuring these by students from different groups. The reports of this monitoring are reported annually to the Equality and Diversity Committee and to the Corporation.
- The progress of students from diverse groups is monitored by value-added measure of achievement and by retention as part of the College's Key Performance Indicator measurement.
- The results of this monitoring are reported as part of the annual cycle of Key Performance Indicator reports to the full Governing Body.
- The College monitors the recruitment of staff by the inclusion of relevant questions in its equal opportunities monitoring form for applicants to posts.
- The results of the monitoring of the recruitment of staff are reported in the annual Personnel report to the Equality and Diversity Committee and the Corporation.
- Opportunities are sought to include consideration of Equality and Diversity issues in the tutorial programme and in the curriculum.
- Equality and Diversity report, including a review of the College's objectives are presented to the full Governing Body.

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- All policies, when updated manually, are impact assessed for Equality and Diversity considerations and amended accordingly.
- In the event of a breach of the Equality and Diversity Policy, the matter will be reported through any of the following channels: The Equality and Diversity Committee (via any standing member of the committee), the Student Association, the Principal, the Assistant Principal. Appropriate action will then be taken.
- This Statement will be made available to all staff in the staff guide on the College network and will form part of the induction process for new staff. It will be available to all students from the general office on request and via the Virtual Learning Environment. Information about the availability of this Statement and Objectives will be included in the Equality and Diversity Policy displayed in every tutor room in the college.

### SUPPORTING DOCUMENTS

1. Equality Objectives
2. The Equality and Diversity Policy
3. College Mission and Strategic Objectives
4. Personnel Procedures Manual
5. Staff Recruitment Equal Opportunities Monitoring Form
6. College Charter
7. Dignity at Work Policy