

QUEEN ELIZABETH SIXTH FORM COLLEGE

EQUALITY AND DIVERSITY POLICY

The College is committed to the promotion of equality and diversity and to ensuring equality of opportunity for all its students, employees and users. The College seeks to promote mutual respect and understanding, and aims to be inclusive.

POLICY

The College will continuously strive to:

- develop an awareness of equality and diversity issues amongst all staff, students and users;
- encourage the promotion of equality and diversity in all aspects of College life;
- ensure that all members of the College community are valued equally;
- combat discriminatory practices and stereotyping;
- prevent oppressive behaviour, including all forms of harassment;
- monitor equal opportunities and investigate any issues which arise;
- comply fully with the requirements of the Equality Duty, the College's Equality Statement, and all other relevant legislation;
- eliminate all unlawful direct and indirect discrimination and advance equality of opportunity between people who share a protected characteristic, as defined in the Equality Act 2010, and people who do not share it. The protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race to include ethnic or national origins, colour or nationality; religion or belief which includes lack of belief; sex; sexual orientation; marriage and civil partnership
- recognise and value diversity, and foster good relations between people who share a protected characteristic as outlined above and those who do not share it.

POLICY GUIDELINES

1. The College supports the view that legislation and passive support are not sufficient to achieve equality of opportunity. Unfair discrimination is incompatible with good educational practice and will be dealt with under the College's Disciplinary and Grievance procedures.
2. The College believes that Equality and Diversity should permeate every aspect of college life, including the whole curriculum and guidance.
3. The College will ensure that, through the Student Support and Guidance System, all students are aware of the College's policy and equality and diversity issues.
4. The College's Staff Development Programme will provide appropriate training for all staff in relation to equality and diversity issues.
5. The College will seek evidence of Equality and Diversity issues being met in curriculum delivery through its lesson observation scheme.
6. The Equality and Diversity Policy of the College will be summarised in the College Prospectus and be referred to in other college publications.
7. Reasonable adjustments to facilities and practices will be made to avoid discrimination on grounds of disability against any student or person employed by the College or using its facilities.
8. The College will apply its Equality and Diversity Policy to all areas in the employment process, including the recruitment of new staff. Copies of the policy are available to

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applicants for employment at the College and all advertising promotes the College's commitment. As a disability symbol employer, all disabled candidates who meet the minimum criteria for a post will be offered an interview in order to encourage workplace diversity.

9. The College acknowledges that all members of the College community should have equal access to the facilities and services offered by the College.
10. A Complaints Procedure is available to students, details of which are available in the College Charter.
11. A Grievance Procedure is available to staff, details of which are available in the Personnel Procedures Manual.
12. The policy will be displayed across the college and will be brought to the attention of all students.
13. The Equality and Diversity Committee will meet every term to consider, develop, monitor and promote equality and diversity issues.

Supporting Documents

- (i) Student Handbook
- (ii) Personnel Procedures Manual
- (iii) College Charter
- (iv) Lesson Observation Scheme
- (v) Equality Duty Statement
- (vi) Anti-Bullying Policy
- (vii) Dignity at Work Policy

Items (iii) and (vi) are available from the General Office; (v) is accessible via the College's website www.qeliz.ac.uk