

GREENHEAD COLLEGE

EQUALITY AND DIVERSITY POLICY 2009 - 12

1. AIMS

- a. The College's policy for equality of opportunity derives from following clauses in the College mission statement which state that the college aims to:
 - Provide a supportive environment in which students, staff, governors and visitors feel valued.
 - An environment where students grow in confidence and fulfil their potential for academic, moral, social, and physical development.
 - Continue to be a centre of excellence for a college of its type, providing, within its means, education of the highest quality for each individual.
- b. Thus, the College's ethos is built on the basic tenet that each member of the College is an individual to be valued and that all members of the College have equal access to opportunities and experiences offered.
- c. The College will therefore make its best endeavours, within its jurisdiction and with the resources available, to remove obstacles that may impede student or staff progress and development on grounds of gender, ethnicity, disability, age, religious belief, sexual orientation. It will also promote equality of opportunity and a positive awareness of diversity across all areas of activity.
- d. The college aims to foster an environment where freedom of expression and debate flourish within the parameters laid down by the college freedom of speech policy.

2. IMPLEMENTATION

The College will:

- a. Comply with all relevant legislation, and specifically:
 - The Race Relations Act 1976
 - The Sex Discrimination Act 1975
 - The Disability Discrimination Act 1995
 - The Special Needs and Educational Disability Act 2001
 - The Human Rights Act 1998
 - The Race Relations Amendment Act 2000
 - Age Discrimination Act 2005
 - Disability Discrimination Act 2005
 - Other relevant legislation enacted or to be enacted
- b. Monitor and analyse retention and achievement according to ethnicity, gender, and disability from application to post college progression.
- c. Take all appropriate and reasonable steps to narrow any identified achievement gaps between groups of learners.
- d. Have guidelines for staff and students and other stakeholders regarding what is deemed as discriminatory conduct.
- e. Use, wherever appropriate, staff and student inductions, the tutorial programme, the academic and enrichment curriculum, staff inset the college diary, and relevant college publications and events to:
 - Communicate guidelines on discriminatory conduct;
 - Communicate procedures regarding discriminatory conduct;
 - Promote equal opportunities;
 - Raise awareness of diversity issues

to college members and other stakeholders

- f. Assess the impact of all policies and procedures in relation to equality and diversity. All policies will include a statement that they comply with the college Equality and Diversity policy and all relevant legislation and be amended where they do not.
- g. Audit curriculum areas to reveal and tackle issues that may have a negative impact according to ethnicity, gender, and disability. The results of any such consultation shall be published discretely or as part of the annual equality and diversity report on the college web site.
- h. Maintain and publish an annual Equality Scheme, drawn up with the involvement and consultation of college stakeholders, and monitor its implementation.

3. RESPONSIBILITIES

All college members are responsible for the implementation of the Equality and Diversity policy. However, specific responsibilities are:

- a. Ultimate responsibility for Equality and Diversity policy lies with the Principal and Governors
- b. A designated Vice/Assistant Principal shall have overall responsibility for equality and diversity issues, and reporting to Governors.
- c. The college shall maintain the position of Equality and Diversity Co-ordinator who will have responsibility (in conjunction with the designated Vice/Assistant Principal) for developing and maintaining procedures and resources, and ensuring implementation of the Equality and Diversity policy throughout the college, including arranging appropriate training.
- d. All line managers have direct responsibility for ensuring compliance with the Equality and Diversity policy with their area
- e. All staff and students have responsibility for practical day to day implementation of the Equality and Diversity policy.
- f. The college will maintain an Equality and Diversity Group with representatives from curriculum and support staff, the student body, and nominee governors, to support and advise the designated AP and Co-ordinator however practical and appropriate.

Approved by the Policy committee November 2009

Approved by the Corporation December 2009

“This policy has been impact assessed to ensure it complies with all aspects of Equality and Diversity. Members are reassured that this policy is compliant with current equality legislation”.

Policy Owner: Sue Creamer – Vice Principal