



Equality Policy

Process

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Introduction

St Mary's College Corporation, Senior Management and recognised Trade Unions associated with St Mary's College are committed to delivering equality of opportunity for all employees, students and visitors to eliminate all forms of unfair and illegal discrimination as well as all forms of harassment, bullying and victimisation.

We aim to:

- Remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the performance of our organisation
- Pay due regard when making decisions or taking actions, assessing the impact or implications and making reasonable adjustments for people with protected characteristics
- Publish equality information and equality targets demonstrating positive action to advance equality
- Monitor equality and diversity in the recruitment of employees and ensure that CPD is inclusive and includes equality issues both directly and indirectly

Compliance: Legal, Statutory and Internal Regulations

The Equality Policy is underpinned by the following legal / statutory / internal regulations:

- The Equality Act 2011: Specific Duties Regulations
- The Equality Act 2010: Public Sector Equality Duty
- The Equality Act 2006: Gender Equality Duty
- Disability Discrimination Act 2005: Disability Equality Duty
- Race Relations (Amendment) Act 2000: Race Equality Duty
- Apprenticeship, Skills, Children Learning Act 2009
- ACAS and AoC Equality Guidance
- Keeping Children Safe in Education 2018
- Counter Terrorism and Security Act 2015
- Modern Slavery Act 2015

The Equality Act 2011 Specific Duties requires colleges to publish relevant information demonstrating their compliance with the Equality Duty and to set measurable objectives. The Equality Act 2010 identifies nine protected characteristics:

- Age
- Disability
- Pregnancy or Maternity
- Race, including ethnic origin, colour or nationality
- Gender and Gender Reassignment
- Sex
- Sexual Orientation
- Religion or belief, including lack of belief
- Marriage and Civil Partnership

The Equality Duty also applies to marriage or civil partnership but only in respect of eliminating unlawful discrimination.

The purpose of the Equality Act and Specific Duties is to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 and 2011
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

In order to support the Act, St Mary's College will ensure that equality considerations are embedded into key quality monitoring initiatives across the College:

- The Equality Group will monitor and review the Equality Policy & Procedures, develop an Equality Action Plan, monitor progress of actions and specific performance indicators to inform the statutory public sector Equality Duty.
- The Quality Team will ensure that equality data is considered and monitored across the college when reporting on college performance measures and completing the annual self-assessment process.
- Managers will provide a good example, treating colleagues with dignity and respect, ensuring their employees and students understand and receive training and support in their responsibilities with regard to equality. Managers are also responsible monitoring equality issues within their area / department and for taking action against employees and students who discriminate against any other person as well as creating initiatives that support the fostering of good relations between people who share a protected characteristic and those who do not.
- All employees and students are responsible for ensuring they understand the Equality Policy & Procedures, promote equality, do not discriminate against others, can recognise discrimination and will challenge and report any witnessed occurrences
- Trade Unions will provide advice, support and representation of their members and engage with St Mary's College to promote equality of opportunity and prevent unlawful discrimination

Procedures and Protocols Supporting This Policy

- Equality Procedure
- Complaints Procedures
- Student Disciplinary Procedure
- SEN (Local Offer) Policy
- Employee Disciplinary Procedure
- Employee Grievance Procedure
- Fitness to Study Policy
- Online Safety Policy & Protocol

Scope

This policy applies to all customers, contractors, employees, governors, students' visitors any other individual or organisation associated with St Mary's College and repeals all previous policies in relation to equality, including the Single Equality Policy.

Specific accountabilities of parties are:

- The Corporation holds ultimate accountability for compliance with St Mary's College's equality obligations, approval of Equality Policy & Procedures and monitoring implementation
- The Principal and Senior Post Holders are responsible for providing a consistent and high profile lead regarding equality issues
- The Director of Finance has responsibility for implementing rigorous procurement systems to ensure all contractors and tendering organisations comply with St Mary's College's Equality Policy & Procedures
- The Human Resource Department has responsibility to implement and monitor all aspects of The Equality Policy & Procedures relating to employees, including monitoring a fair selection process and the impact on the employee profile across all levels of recruitment

Note:

Throughout this document the term "Corporation" is used to mean the Employer in general without identifying specific roles for the full Corporation, Committees of the Corporation and the Principal. For practicality, the most appropriate arrangement is for the Principal or senior delegated alternate agreed by the Corporation to undertake most of the early stages of the procedure.

Policy Statement

St Mary's College is committed to compliance and promotion to the principles of equality of opportunity and elimination of discrimination. The general public sector Equality Duty is underpinned by a number of specific duties. These specific duties require St Mary's College to set specific, measurable equality objectives and publish information relating to equality so that the general public may hold the organisation to account. Published information will include:

- Information of the effect of equality policy and practice on those who share protected characteristics
- Evidence of analysis undertaken to establish whether policies and practices will further general duty
- Details of engagement with interested parties

St Mary's College aims to promote excellence in equality and diversity practice beyond statutory compliance. Our commitment to equality and diversity principles impact on every area of activity and influences how St Mary's College operates and what it does. We will make reasonable adjustments and proportional changes to our processes and procedures in order to meet the needs and circumstances of individuals.

We will analyse data in relation to educational performance and take positive action to improve.

We will provide an inclusive supportive environment and promote inclusive learning where individuals are recognised and valued.

St Mary's College will increase access and participation to learning and employment for specific groups and underrepresented groups in our community in order to close equality gaps.

We will treat everyone fairly and with respect and strongly oppose and eliminate unfair discrimination, bullying, harassment and prejudice. St Mary's College recognises its duties and responsibilities in relation to Keeping Children Safe in Education 2018, The Counter Terrorism and Security Act 2015, Prevent Strategy and Modern Slavery Act 2015.

We will ensure policies, procedures, practices and services are fit for purpose, are regularly reviewed and assessed for impact and inclusivity.

St Mary's College will regularly review our workforce diversity and take action where appropriate, using a variety of methods, to attract and retain employees from all backgrounds at all levels of the organisation. We will ensure individual selection for employment and promotion is based on aptitude, ability and skills making reasonable adjustments for employees with specific needs.

All employees will be helped to develop their full potential, receiving regular CPD and support to enable them to carry out their job roles in a way which reflects the ethos of the organisation and maximises efficiency and outcomes.

St Mary's College will recognise and support Trade Unions, employee forums and Student Councils and encourage open, honest discussion regarding issues which support student education attainment and learning culture.

Signed:

Title:

Date:



Principal and CEO

18.01.2019



Chair of the Corporation

16.01.2019