



ETC International College

Equality and Diversity Policy

March 2020

Scope and Purpose

This policy has been created in response to the Equality Act (2010) and earlier equality legislation to which the College is required to respond.

The College is strongly committed to eliminating unlawful discrimination in any form under the Equality Act (2010). It is also focussed on advancing equality of opportunity and promoting good relations between all students, staff and visitors to the College.

The College aims to create a work and study environment for students, staff and visitors to the College where different values and beliefs can be freely expressed and openly discussed and will do what it can to encourage open and respectful debate around equality and diversity issues.

The College strives to uphold the following Equality and Diversity values and encourage them in others:

- Valuing ourselves as individuals and valuing diversity itself
- Welcoming opportunities to learn from other cultures and societies
- Increasing diversity, equality, inclusivity and internationalisation

The College will not tolerate unfair or unlawful treatment on grounds of the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity (including Paternity)
- Race (colour, ethnic or national background)
- Religion or Belief (including lack of belief)
- Sex
- Religion or belief
- Sexual orientation

Definitions of the characteristics listed above are provided in the Appendix.

This policy and its appendices apply to all staff, students and visitors to the College. Any person found to be in breach of this policy will be subject to the appropriate disciplinary procedures or sanctions.

Key Responsibilities

Everyone in the College (students, staff, Governors, contractors and visitors) has Equality and Diversity responsibilities.

Head of FEHE, Chris Parker, has executive responsibility for Equality and Diversity matters at the College.

The Board of Governors has overall responsibility for developing and embedding the College's strategic commitment to Dignity, Diversity and Equality.

[TBC] has overall responsibility for the daily operation of this policy, as well as ensuring that the College is complying with statutory duties under existing equality legislation and relevant codes of practice.

Definitions

For the purpose of this policy, the College defines:

- Dignity as respecting all individuals who study or work at or visit the College
- Diversity as recognising, respecting and valuing people's differences, to enable people to realise their full potential in constructively contributing to the College's inclusive culture for all staff, students and members of the community.
- Equality as ensuring that every individual has an equal opportunity to make the most of their time whilst studying, working or visiting the College.

Links to other College Documents

There are a number of policies, procedures and codes of practice that sit alongside this policy including:

- Data Protection and Privacy Policy
- Prevent Policy and Procedure
- Code of Practice on Freedom of Speech
- Statement of Principles of Academic Freedom

Implementation, Monitoring and Review

Specific implementation and monitoring responsibilities for Equality and Diversity lie with the Board of Governors.

The College undertakes an equality analysis on all relevant policies and activities as a means of identifying any potential impact. This is done as part of the annual review and approval process.

The College will make reasonable adjustments for students, staff and visitors with disabilities, in accordance with identified needs.

All managers are responsible for:

- setting a good example by treating all members of the College according to the principles outlined in this policy
- correcting unacceptable behaviour
- ensuring staff and students know how to report any forms of discrimination, bullying, harassment and victimisation
- ensuring that staff and students are encouraged and enabled to reach their full potential through promoting an inclusive study and work environment
- developing a culture in which the principles of this policy are embedded into their work areas
- identifying appropriate staff development to meet the needs of their respective areas

All students, staff and contractors have a responsibility for:

- upholding the principles of this and the Code of Practice on Freedom of Speech
- contributing to a safe and inclusive environment that celebrates Equality and Diversity

- challenging unacceptable behaviour or any discrimination
- reporting unacceptable behaviour

All visitors to the College are responsible for upholding the principles of this policy and contributing to a safe and inclusive environment that celebrates Equality and Diversity.

A student or staff member, visitor or supplier who wish to make a complaint about discrimination, harassment or victimisation should put the complaint in writing to [TBC]

A programme of work is set annually and is incorporated in the annual Equality and Diversity report which responds to our legal duties and action plan.

Awareness and Development (Activities and Events)

In order to embed the principles of Equality and Diversity, a programme of support activities is available to students, staff and the wider community. This is achieved by marking national Equality and Diversity events and other celebratory activities towards which all Divisions and the Student Representatives (from the Staff and Student Liaison Panel) are expected to contribute.

Support

Support for staff:

- Line manager or any senior manager within the College
- HR and Compliance Support Officer
- Safeguarding Lead and Prevent Lead
- Junior Student Co-ordinator
- Mental Health First Aiders

APPENDIX 1: COLLEGE POLICIES AND PROTECTED CHARACTERISTICS PROTECTED CHARACTERISTIC

Age: Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of transitioning from one gender to another.

Marriage and civil partnership: Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race: Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: A man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

APPENDIX 2:**LEGAL FRAMEWORK**

The Equality Act came into force in October 2010 and replaced previous equality legislation. Sections of the Act apply to the provision of goods, facilities and services, premises, employment and education. The Equality Act outlines nine grounds upon which discrimination is unlawful. These are known as 'protected characteristics' and they are: - Age - Disability - Gender reassignment - Marriage and Civil Partnership - Pregnancy and Maternity - Race - Religion and Belief (including lack of belief) - Sex - Sexual Orientation.

Discrimination Direct: Discrimination is defined as treating one person less favourably than another, because of a protected characteristic. Discrimination by association is a type of direct discrimination against someone because they associate with another person who possesses a protected characteristic. Discrimination by perception is a type of direct discrimination against someone who is perceived to have a protected characteristic. Indirect discrimination is when a provision, criterion or practice is applied, which particularly disadvantages people with a protected characteristic. Indirect discrimination can be justified, if it can be shown to be a proportionate means of meeting a legitimate aim. Discrimination arising from a disability is when someone is treated unfavourably because of something arising as a consequence of their disability. This type of discrimination can be justified, if it can be shown to be a proportionate means of meeting a legitimate aim.

Harassment: Harassment is defined as unwanted conduct that has the effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for a person, or violating a person's dignity. There is more information about harassment in the College's Dignity and Respect (Harassment) Policy and Procedures.

Victimisation: Victimisation is defined as treating a person less favourably because they have complained about discrimination or harassment, or helped someone else to do so.

Positive Action: The Act allows for "positive action" measures to be taken to help overcome disadvantage. Positive action can be taken in relation to employment as well as for students. Adopting positive action is voluntary and can help alleviate disadvantage experienced by people who share a protected characteristic, reduce underrepresentation in relation to particular activities, and meet particular needs

Reasonable adjustments: The Equality Act 2010 places a duty upon higher education institutions to make reasonable adjustments for staff, students and service users in relation to: - provisions, criteria or practices - physical features - auxiliary aids These adjustments apply where a disabled person is placed at a substantial disadvantage in comparison to non-disabled people.

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