

1. Policy Aim

- 1.1 Stoke-on-Trent College is committed to creating an environment that is welcoming and inclusive and where everyone is treated fairly and with dignity and respect and where discrimination is actively challenged. Everyone will have the opportunity to fulfil their potential regardless of age, disability, gender reassignment and being a transsexual person, pregnancy or maternity, being married or in a civil partnership, race, religion or belief, sex, sexual orientation and socio-economic status. The College aims to create an inclusive and safe learning culture which contributes to community cohesion and engagement.
- 1.2 To achieve its full potential, the College recognises the importance of meeting the needs of and acknowledging the individual perspectives on life of the diverse community it serves.
- 1.3 The College expects learners, customers, staff, governors, subcontractors, partners and other stakeholders to behave in a way which makes other people feel accepted, comfortable and safe. This applies in all College environments and through learning in all its contexts.

2. Policy Statements

- 2.1 Equality at Stoke on Trent College means supporting everyone to fulfil their potential.
- 2.2 Diversity at Stoke on Trent College means respecting the fact that everyone is unique and celebrating the benefits this brings.
- 2.3 The College's priorities for Equality and Diversity are:
 - Supporting everyone to fulfil their potential
 - Involving and consulting widely in Equality and Diversity matters.
 - Advancing and celebrating Equality and Diversity.
 - Providing training and information for the College community linked to national standards where appropriate.
 - Measuring the impact of the College activity relating to Equality and Diversity and reporting on progress annually.
 - Promoting respect and inclusive values.

3. Responsibility for Equality and Diversity

- 3.1 The College will fulfil its duties under equality legislation. It is the Corporations responsibility to ensure that the College:

Issued	Rev 1	Rev 2	Rev 3	Rev 4	Rev 5	Rev 6	Rev 7	Rev 8
22.10.10	17.12.10	09.12.11	06.01.12	15.03.13	17.10.13	08.11.13	02.05.14	11.07.14

- Publishes and monitors the college Equality Objectives
- Consults widely
- Eliminates unlawful discrimination, bullying and harassment
- Advances equality of opportunity
- Fosters good relations

3.2 Everyone involved in the life of the College has the responsibility to:

- Listen to what others have to say and respect their point of view.
- Speak out, or report it, if they witness or are aware of bullying, vindictiveness, verbal or physical aggression – and not assume that it is someone else’s responsibility.
- Question their own prejudices and assumptions.
- Familiarise themselves with the responsibilities that equalities legislation places on them.

3.3 Certain individuals have additional responsibilities:

- The governors are responsible for setting the policy and monitoring its implementation and impact.
- The Principal and Chief Executive has overall responsibility for the operation of the policy.
- The Director of Student Services is responsible for monitoring this policy and will provide regular reports to the Senior Management Team and Corporation Board as appropriate. This Policy will be reviewed on an annual basis.
- The Senior Management Team are responsible for ensuring the college works to widen participation and create community cohesion in education and employment and meets the needs of learners and monitors the impact of Equality and Diversity action.
- The Equality and Diversity steering group is responsible for monitoring the implementation of the college’s Equality and Diversity Policy and Equality Scheme, advising the Senior Management Team of action needed, reporting to governors and monitoring and reporting on progress of action to address identified barriers and equality gaps.
- All managers are responsible for promoting Equality and Diversity in their specific areas and ensure all staff have access to Equality and Diversity training and development.

4. Monitoring and Evaluation

4.1 To monitor the impact of its action to advance Equality and Diversity the College will use:

- Learner data, for example, learner recruitment, retention & achievement and success data to ensure that prompt action is taken to act on any achievement gaps that occur

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- Data on staff recruitment and staff promotion
- Learner, staff, employer, subcontractors, partners and other stakeholders feedback using a variety of consultation mechanisms including learner groups, surveys, community groups, local forums and other consultation events
- Complaints, allegations and outcomes of discrimination and harassment cases

4.2 The Equality Objectives Action Plan supports the overall Policy Aim and is published on line and can be made available in alternative formats.

5. Approval

Approved by the College Senior Management Team

Signed:



(Principal & Chief Executive)

Endorsed by the College Corporation

Signed:



(Chair)

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