

Equality, Diversity and Inclusion Policy - Abridged version for sharing with external organisations

1. Context

Nottingham College is working towards the creation of a supportive and inclusive working and learning environment which is free from discrimination, where there is mutual respect and equality for all, and where differences are celebrated and respected. The organisation is proud of its diversity and values the way this enriches the life of the College and the experiences of all its community.

2. Purpose

- 2.1 The EDI policy sets out the requirements and responsibilities of the College for ensuring and advancing, equality for all members of the College community in accordance with the Equality Act 2010 (Appendix 1 and 2) and the Public Sector Equality Duty 2011 (Appendix 3).
- 2.2 The policy promotes positive attitudes to inclusivity and diversity to create an environment where all are able to participate and fulfil their potential. It seeks to ensure that no person is treated less favourably or unfavourably on the grounds of any of the Protected Characteristics (Appendix 1).
- 2.3 Each member of the College community and those third parties working with the College has a responsibility to uphold this policy, advance equality and eliminate discrimination, harassment and victimisation.

3. Scope

- 3.1 The policy covers all aspects of the College's academic and business functions and applies to all members of the Nottingham College community, including students, staff, governors, visitors, and parents/carers; and those contracted to work at, or for, the College including sub-contractors and employers.

4. Key responsibilities

Everyone has a responsibility to give full and active support for the EDI policy by ensuring:

- The policy is understood and implemented.
- Their behaviour always considers the uniqueness of others.
- Everyone is treated with respect, courtesy and dignity.
- Behaviour not in accordance with the EDI policy is challenged and acted

5. General principles

- 5.1 Nottingham College is committed to providing outstanding teaching, support and services to all students and stakeholders. To achieve this aim, EDI must be embedded in the College's culture and the cultures of its partners and third parties. EDI priorities are therefore aligned with, and underpin, the College's strategic and operational planning at all levels.
- 5.2 The College's commitment to advancing equality as an employer and education provider goes beyond legislative compliance to ensure that everyone can participate fully, irrespective of their background or personal characteristics. The College expects that third parties will support and uphold this principle in their dealings with the college.

- 5.3 The College strongly believes that the diversity of its community is one of its greatest strengths and most valuable assets. Treating people fairly, with dignity and respect, with an equal right to participate in society, to develop and achieve their full potential, is right and makes good business sense. The College expects that third parties will support and uphold this principle in their dealings with the college.
- 5.4 The College will make adjustments for students and staff in accordance with identified needs wherever possible and reasonable and expects that where practicable third parties will do the same to accommodate the needs of College students and staff.
- 5.5 The College aims to ensure that its duty to advance and promote EDI extends to those situations where any of its functions or services are contracted or sub-contracted to others.
- 5.6 The College is committed to eliminating discrimination by challenging inequality, prejudice and discrimination whether direct, indirect, by association or by perception and expects that third parties will do the same.

6 Communication and Engagement

- 6.1 The College aims to ensure that this policy is fully effective and that all members of the College community are committed to it. The College undertakes to work in partnership with the recognised trade unions; staff; students, stakeholders and third parties in its development and implementation.

7 Breaches of policy and complaints

The College takes non-adherence to this policy very seriously and reports of non-compliance will be investigated.

Appendix 1 Equality Act 2010 – Protected Characteristics

The Equality Act 2010 applies to the College as both an employer and education provider. The Act identifies nine ‘protected characteristics’

Age

The Act protects people of all ages. (Under-18s are only protected against age discrimination in relation to work, not in the ‘provision of goods and services’). However different treatment because of age is not unlawful discrimination if an organisation can justify it as a “proportionate means of achieving a legitimate aim”.

Disability

Under the Act a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day to day activities. HIV, Cancer and MS are included from the point of diagnosis.

Sex

Both men and women are protected under the Act.

Gender Reassignment

The Act provides protection for transsexual people. A transsexual person is someone who proposes to, starts, or has completed a process to change his or her gender. The Act no longer requires a person to be under medical supervision to be protected, so a woman who decides to live as a man but does not undergo any medical procedures would be covered.

Marriage & Civil Partnership

The Act protects employees who are married or in a civil partnership. Single people are not protected.

Pregnancy & Maternity

A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and up to 26 weeks after she has given birth.

Race

For the purposes of the Act race includes colour, ethnic origin, national origin and nationality (including citizenship).

Religion or Belief

In the Act religion includes any religion and it includes a lack of religion. A religion must have a clear structure and belief system. Belief means any religious or philosophical belief (e.g. humanism) or a lack of such belief. To be protected a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.

Sexual Orientation

The Act protects bisexual, heterosexual/straight, gay and lesbian people.

