



SINGLE EQUALITIES POLICY

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MEMBER OF STAFF RESPONSIBLE FOR POLICY	VP Transforming Engagement

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Single Equalities Policy

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Equalities Policy

Policy Statement

1. Introduction

John Ruskin College welcomes people equally. We celebrate diversity, promote tolerance and we will act to eliminate discriminatory behaviour. John Ruskin College is a place of learning and will place firm emphasis on the primacy of education as a defining value for our community. We will review our curriculum to strengthen moral and social awareness where appropriate. John Ruskin College is committed to the principles of equality and embraces the benefits that come from having a diverse mix of staff and learners in the College environment. The College aims to ensure that the College is an environment that is free from discrimination and harassment and victimisation. John Ruskin College opposes all unlawful or unfair forms of discrimination, harassment and victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or background e.g. trade union membership or any other justifiable grounds, thereby engendering an environment in which people treat each other with mutual respect within a caring community through celebrating and valuing diversity and challenging and removing unfair practices.

Public Sector Single Equality Duty

John Ruskin College will ensure to effectively eliminate discrimination and promote Equality and Diversity through the transparency of its published data on performance and composition of its workforce that is covered by the Equality Act.

2. Scope

The policy covers all people involved with John Ruskin College, including –

- learners
- academic and support staff
- College managers
- members of the Board of Management
- employers
- contractors and service providers
- visitors to the College

The Equality and Diversity Committee oversees the operation of this policy, and action plan.

The policy is particularly concerned with ensuring that those groups within society who are more likely to experience discrimination and are protected by the Equality Act 2010 do not experience unfair discrimination, harassment or victimisation while working, studying or visiting at John Ruskin College. The Act describes these as Protected Characteristics of which there are nine for employment and eight for the provision of services. These are listed in table 1.

Table 1; Protected Characteristics

Employment	Provision of Services
Disability	Disability
Sex (gender)	Sex (gender)
Gender reassignment	Gender reassignment
Marriage or civil partnership	Pregnancy and maternity
Pregnancy and maternity	Race
Race	Religion or belief
Religion or belief	Sexual orientation
Sexual orientation	Age (over 18s only)
Age	

The policy protects individuals against different types of discrimination. These are:

Direct Discrimination occurs when someone is treated less favourably because they have a protected characteristic.

Discrimination by Association occurs when someone is treated less favourably because they associate with someone else who has a protected characteristic.

Perception Discrimination is a form of direct discrimination where someone is thought to have a protected characteristic. It applies even if the individual does not have that characteristic.

Indirect Discrimination occurs when the organisation's rules, regulation practices or policies particularly disadvantage a group who have an Equalities Policy protected characteristic. The College conducts impact assessments on any change it makes to its policies and strategies to ensure that any change that may affect groups differently is considered and adjustments made to minimise this impact. The College can justify indirect discrimination where it can show it has acted proportionately and reasonably in achieving a legitimate aim of its business.

Harassment is unwanted conduct related to a protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Harassment is in the perception of the individual, not the organisation, even if the behaviour is not directed at them, whether they do or do not have the protected characteristic, if it is occurring within their environment they have the right to complain of harassment.

Third Party Harassment occurs where an individual from outside the College is harassing either an employee or a learner.

Victimisation occurs when an employee or learner is treated badly because they have made or supported a complaint of discrimination or harassment.

3. Key Principles

- Learners and staff should benefit from College life and the College is committed to adopting flexible strategies and practices that cater for all and take into account individual circumstances and varying needs.
- The College is firmly committed to ensuring that all people have the same right to access learning.
- The College is committed to promoting Equality and Diversity, avoiding unfair discrimination within our own recruitment practices for both employment and study.
- The College is committed to ensuring that any changes in the way it provides its service or how its services are accessed do not negatively impact on any particular section of society and will impact assess any change to ensure that this is achieved or minimised.

John Ruskin College has developed the following policies, and procedures to put the principles into practice.

Single Equality Policy

John Ruskin College is committed to eliminating unlawful discrimination, harassment and victimisation, and promoting equality of opportunity and good relations between the diverse range of people employed by the College and using its services. It is also committed to meeting its obligations under the Equality Act 2010 and any resulting public duty as a minimum acceptable level.

The Single Equality Policy sets out how the College will continue to achieve this and improve on its current good practice.

Inclusiveness

John Ruskin College will ensure that its educational provision responds, as far as possible, to the diverse needs of learners from a wide range of circumstances including:

- different genders
- different racial ethnic and religious backgrounds
- those with specific learning difficulties and disabilities, physical and mobility difficulties
- sensory impairments and medical conditions
- rural isolation
- social disabilities

The College will monitor its provision and the success of learners of different ethnicity, gender and disability.

Safeguarding of Children, Young People and Adults at Risk of Harm

John Ruskin College recognises its obligation to protect children, young people and adults at risk of harm from instances of physical, emotional, sexual or institutional harm whilst attending College. Learners attending College have the right to expect protection from harm from any individual(s) connected with the College and its business. Staff are required to respond proactively and protectively to alleged or actual incidents of harm.

Recruitment of Ex-Offenders

John Ruskin College actively promotes equality of opportunity for all and welcomes applications both as an employer and as a provider of education from a wide range of candidates, including those with criminal records. We undertake to treat all applicants fairly and not to discriminate unfairly against the subject of a Disclosure on the basis of conviction or other information revealed. Having a criminal record will not necessarily debar any individual from working or studying at John Ruskin College. This will depend on the nature of the position, together with the circumstances and background of the offences.

Bullying and Harassment

John Ruskin College recognises its responsibility to provide a safe and healthy environment and upholds the right of employees and learners to be treated with dignity and respect. Bullying and harassment is harmful, it causes distress and can lead to illness and poor performance. No form of bullying and harassment will be condoned at work or outside of work if it has a bearing on the working relationship, and this will extend to staff, learners and visitors to the College.

Where appropriate, every effort will be made to resolve the situation informally. Some incidents, however, by virtue of their serious nature, will need to be dealt with immediately under the formal procedures.

Policy Management

The College ensures that all its policies relating to services are equality impact assessed to ensure that they do not adversely discriminate against any particular section of society.

4. Responsibilities

The implementation of this policy is the duty of all managers. Employees also have a duty to uphold this policy. Those who do not may find themselves facing disciplinary action. Discrimination on the grounds of a person's age, disability, sex, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, sexual orientations or religion and belief is not tolerated by the College and is likely to be unlawful under the equalities legislation. Individuals should be aware that if they harass another person because of these Protected Characteristics they could be personally liable and may have to pay compensation themselves. This liability is separate from and in addition to any compensation that the College may be ordered to pay.

The College Corporation: All members of the Board of Governors are responsible for making sure that the College complies with equality legislation, meets all its duties and ensures that this policy and its procedures are followed.

Principal and Chief Executive: The Principal is responsible for giving a consistent and high-profile lead on equality issues, promoting equality inside and outside the College, and making sure that this policy and its procedures are followed.

The Senior Leadership Team: The Senior Leadership Team is responsible for putting this policy and its procedures into practice. Their role is to make sure that all staff are aware of their responsibilities and that they receive support and training in carrying these out. It is their responsibility to follow the relevant procedures and take action against staff or learners who may be discriminating unlawfully. They are also responsible for ensuring that resources are made available to deliver the proposed action points.

Equality and Diversity Committee: The College's Equality and Diversity Committee includes representation from the Senior Leadership Team, Student Partnership Council, staff from all areas of the College, and individuals representing groups with protected characteristics. The Committee is responsible for overseeing the development, implementation and monitoring of our College's Equality Policy and practices.

Staff: All staff are responsible for promoting equality and being able to recognise and tackle discrimination and stereotyping. All staff have a legal obligation with regard to equality and to attend training to enhance their understanding of the commitment to Equality and Diversity and the elimination of discrimination.

Learners: All learners are responsible for promoting equality and good relations generally and avoiding discrimination. Learners should be aware of discrimination and/or harassment and feel able to challenge or report it if they witness it.

Contractual and Service Providers: All contractors and service providers on behalf of the College are responsible for following this policy and any equality conditions in contracts or agreements. The College aims to ensure that the appropriate conditions are inserted in contracts or agreements with any external providers of services.

5. Grievance

If an individual feels that this policy does not support them or that it is not being implemented adequately, they should report their grievance, where appropriate, to the Line Manager or a representative of Human Resources. Alternatively they may wish to use the forum of the Equality & Diversity Committee to raise issues of general principle.

If learners wish to raise a grievance or a complaint, this should be done through their tutor.

If an individual regards any matter as requiring formal resolution under this policy, then such matters should be referred to the respective Grievance Procedures for staff and learners.