

EQUALITY POLICY FOR STUDENTS

1 Introduction

The Corporation is fully committed to the active promotion of equality of opportunity, to valuing the diversity of all its students and staff, and to challenging discriminatory behaviour.

The Corporation refers to the East Surrey College Corporation, which represents the merged East Surrey and John Ruskin Colleges, also trading as Orbital South Colleges.

2 Scope

This Policy applies to all current and prospective students. A separate policy is in place for employees, carers, volunteers and visitors to the College.

3 Purpose

The purpose of this Policy is to set out the College's policy in relation to Equality and Diversity and in so doing to encompass the provisions of the Equality Act which came into force in October 2010. It aims to summarise a single equality policy and the different strategies that the College uses to support and celebrate difference to ensure that students achieve their potential. The Equality Policy for Students replaces previous student equality policies

4 Responsibility for implementation

It is the responsibility of the Chief Executive Officer to ensure that this Policy is implemented by ensuring procedures are in place and that these procedures are acted upon.

5 Definitions

The Equality Act (2010) replaces a range of previous equality legislation with a General Equality Duty covering nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

6 Policy Statements

6.1 All students are treated with equal dignity and fairness regardless of their actual or perceived age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

6.2 Discrimination will be challenged to ensure students and staff experience fairness, equality of opportunity and respect in all areas of work and study.

6.3 The College will produce an Equality Statement reinforcing its commitment and monitoring its progress in promoting equality of opportunity.

7 Links to other College Policies

OSC17 Bullying and Harassment Policy
College Charter
ESC03 Admissions Policy
ESC02 Student Disciplinary Policy
Equality Scheme and Objectives 2020-23

8 Access to Policy

This Policy is available on E-zone and the intranet.

9. Training and Guidance

Questions about this Policy and requests for training, guidance or information on this Policy should be directed to the HR team.

10. Produced by:

Quality Lead (Cross College)

Date: 19 February 2020

11. Reviewed by: Equality and Diversity Forum

Date: 24 February 2020

12. Approved by: Directorate

Date: 26 February 2020

13. Approved by: Learning and Quality Committee

Date: 27 February 2020

14. Approved by: Corporation Board

Date: 26 March 2020

15. Review by: February 2022

Policy Code: OSC12