

Equality & Diversity Policy

Background and Context

Kirklees College believes that each person has the right to be treated equally and be given equal chances to benefit from the services that the College can provide. This belief is underpinned by safeguards where the College supports the requirements of Equality legislation but also by the local guidelines and practices which seek to be fair to all users of College services.

Statement

Kirklees College celebrates and values the rich diversity of all those who make up the College's community.

The College will ensure that equality matters are actively promoted throughout all of its services and activities.

The College is firmly opposed to any form of discrimination and is committed to taking positive action where necessary to minimise the impact of disadvantages.

Kirklees College is working towards providing a positive environment, free from discrimination, harassment or victimisation.

In order to ensure openness and transparency the College is committed to publishing an Equality and Diversity Strategy and annual Diversity and Equality report, which evaluates our position at the end of each academic year and sets out our improvement priorities to help us achieve our policy and our mission and values in the forthcoming academic year.

Underpinning Legislation

- Work and Families Act (2006)
- Human Rights Act (1998)
- Employment Rights Act 1996
- Criminal Justice and Public Order Act 1994 (this created a criminal offence of intentional harassment, whether in the workplace or elsewhere)
- Protection from Harassment Act 1997 (also created a criminal offence of intentional harassment and a right to damages for the victim).
- Gender Recognition Act 2004
- Equality Act 2006 and 2010
- Special Educational Needs and Disability Act 2001 (SENDA)

College Operating Procedures and Guidance

Staff:

- College single Equality Scheme
- Public Sector Equality Duty
- HR Strategy
- Values and Behaviours/Code of Conduct
- College Management Standards

- HR Policies and Procedures

Learners and Employers:

- Induction Guidelines
- Student Behavioural Code
- Student Disciplinary Procedures
- Complaints Procedure
- SENDA Assessment
- Additional Learner Support Procedures
- Equality Guidance for Students

How do we demonstrate that we meet our duties and actively promote equality?

- Measure the impact of the equality strategy
- Maintain Investors in Diversity Stage 2 accreditation
- Maintain Disability $\sqrt{\sqrt{}}$ Charter Mark
- Ensure **all** staff and students receive regular equality training and updates
- Curriculum and Cross College SAR's to focus on achieving Equality and Diversity outstanding recognition by Ofsted.

Measuring Impact

Staff:

- Regular analysis of staff and data related to recruitment, promotion, discipline, grievance, leavers and staff development activity
- Disability-positive about employment
- Regular reports to Senior Management Team and Governors / Equality and Diversity Strategy Group
- Ensuring reports and major policy decisions consider the impact in relation to the College's approach to equality
- Feedback from staff
- Ofsted feedback

Learners and Employers

- Monitoring impact of action proposed in Operational Plans and Self-Assessment Reports (SAR)
- Equality data analysed and actions agreed through the Diversity Success Group
- Impact of measures identified in the Equality Actions Plans
- Reports to SMT and Quality Improvement Group
- Analysis of the impact of learner support activities
- Ofsted feedback

Date: February 2014