

Equality & Diversity Policy

Mae'r ddogfen hon ar gael yn y Gymraeg / This document is available in Welsh

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Preamble to the Policy

Equal Opportunities

The College shall comply with all statutory duties in respect of equal opportunities in the areas of sex, race, age, disability, sexual orientation, gender identity, religion, belief, pregnancy, maternity and paternity, marriage and civil partnership and the rehabilitation of offenders. The college shall also comply with the Human Rights Act 1998 and any subsequent enactments or modifications.

Sustainability

The college will comply with all statutory duties in respect of sustainable development by seeking to improve the long-term economic, social and environmental wellbeing of people and communities. This needs to be done in ways which promote social justice, equality of opportunity and which enhance the natural and cultural environment while respecting its limits.

Welsh Language

The Welsh Language Measure of 2011 ensures the equal status of the Welsh language alongside the English language. This law has created the role of a [Welsh Language Commissioner](#) and has introduced a number of Welsh Language Standards with which the College are under a statutory duty to comply. This includes conducting Welsh Language Impact Assessments for all new and revised policies.

1. Introduction

Coleg y Cymoedd shall ensure that all staff, learners and people who have contact with the Corporation are treated with equality and fairness. This policy sets out the College's commitment to equality and diversity, both as an employer and as a service provider, and supports the development of inclusive and supportive learning and working environments for all learners and staff where all individuals have the opportunity to fulfil their potential.

2. Legislation

- 2.1 The Equality Act 2010 consolidates previous equality legislation into one Act, which protects staff, learners and recipients of services from unlawful discrimination, harassment and victimisation on the basis of certain characteristics: Gender, Age, Disability, Gender identity, Race, Religion or Belief, Sexual Orientation, Marriage and Civil Partnership (in employment only) and Pregnancy and Maternity.
- 2.2 The public sector equality duty set out in the Equality Act 2010 requires public bodies, in the exercise of its functions, to have 'due regard' to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.

3. Policy Statement

- 3.1 The College will treat all employees and learners with respect and dignity and provide a working and learning environment free from unlawful discrimination, harassment or victimisation. To this end, within the framework of the law and best practice, the College is committed, wherever practicable, to employing a workforce and recruiting learners which reflect the local community.

- 3.2 The College aims to foster and encourage the learning and personal growth of all its staff and learners in a welcoming, accessible and stimulating environment, promoting and celebrating diversity. The College will strive to create an open, disciplined, and caring community by emphasising the personal achievement of every learner and staff member.
- 3.3 No employee or job applicant, learner or course applicant, will be disadvantaged or treated less favourably because of conditions or requirements which cannot be reasonably justified. Action will be taken to ensure that individuals are treated equally and fairly.
- 3.4 The College will not tolerate any form of behaviour or activity that discriminates on the grounds of sex, race, age, disability, sexual orientation, gender identity, pregnancy and maternity, being married or in a civil partnership, religion or belief.
- 3.5 The College will ensure that reasonable adjustments are made, as appropriate, to enable disabled staff and learners to overcome substantial disadvantage in the working and learning environment, and in the use of recreational facilities provided by the College.
- 3.6 The College has produced a Strategic Equality Plan and the Equality and Diversity team will monitor its progress.
- 3.7 The College welcomes and is happy to facilitate staff and learner network groups.

4. Action to Implement Policy

The College will maintain an Equality and Diversity Committee to oversee the operation of the Equality and Diversity policy.

5. Responsibilities

- 5.1 Governors should be mindful that the membership of the Corporation reflects the diversity of the communities served by the College.

Governors are responsible for ensuring that:

- The College's strategic equality plan includes a commitment to equality;
- Equalities training features as part of the College's strategic equality plan;

- They are aware of the Corporation's statutory responsibilities in relation to equality and diversity as an employer

5.2 The Principal/Chief Executive and Senior Leadership Team are responsible for:

- taking the lead in creating a positive, inclusive ethos that challenges inappropriate or discriminatory behaviour in relation all protected characteristics on the part of managers, staff or learners;

5.3 Directors/Managers are responsible for ensuring that:

- they are aware of the College's statutory duties in relation to equality and diversity;
- all aspects of College policy and activity are sensitive to issues of all protected characteristics;
- the procedures for the recruitment of staff and learners, and the promotion of staff, enshrine best practice in equal opportunities;
- the College's publicity materials present appropriate positive and non-stereotypical messages about people from diverse backgrounds;
- appropriate training and development is provided to support the appreciation and understanding of diversity.

5.4 Staff are responsible for ensuring that:

- they are aware of the College's statutory duties in relation to equality and diversity;
- they may challenge or report inappropriate behaviour by learners, work placement providers, outside contractors or other members of staff;
- the College, and each of its individual staff whenever practicable, confront or report discrimination on the grounds of equality and diversity whether intentional or unintentional, whenever it occurs.

5.5 The Director of Human Resources will be responsible for ensuring that fair and adequate arrangements exist for both effectively handling and recording all aspects of the employment relationship, including recruitment and selection.

Employees should be encouraged to inform HR or their line managers of any instances of discrimination, so that all allegations are investigated with the assistance of the HR department.

- 5.6 The Director of Learner Services will be responsible for ensuring that fair and adequate arrangements exist for both effectively handling and recording all aspects of the learner experience, including recruitment. Learners should be encouraged to inform their course tutor or any manager of any instances of discrimination, so that all allegations are investigated.
- 5.7 Disciplinary action will be taken against any employee or learner who does not comply with these requirements

6. Training

The responsibilities in relation to equality and diversity will be positively incorporated into training at all levels.

7. Monitoring

- 7.1 The effectiveness of the employment policies and practices of the College will be monitored by quantitative and qualitative analysis. In particular, records of the gender, marital status, age, sexual orientation, gender identity, religion or belief, ethnicity and disablement of employees, job applicants and learners will be kept. Monitoring will be in compliance with the Data Protection Act 2018 and the General Data Protection Regulation.
- 7.2 The Equality and Diversity Committee will produce an annual equality and diversity report including quantitative and qualitative data together with recommendations for improvement. This report will be evaluated by the Senior Leadership Team and the Corporation Board and will be published accordingly.

8.0 Review and consultation

- 8.1 The policy will be made available to all employees and learners.
- 8.2 This Policy will be reviewed on a regular basis in accordance with legislative developments and within the guidelines of good practice in the College.

- 8.3 As part of the review the College will seek and take into account the views of stakeholders including learners, work placement providers, the local consultation/negotiating arrangements within the College, and appropriate equality bodies.

9.0 Links to other policies:

This policy should not be read in isolation, but cross-referenced with all relevant College policies and other policies agreed by the corporation. These may include:

- Sexual orientation Policy
- Gender identity Policy
- Religion and Belief Policy
- Bullying and Harassment Policy
- Maternity Policy
- Paternity Policy
- Parental Leave Policy
- Flexible Working Policy
- Code of Conduct
- Disciplinary and Grievance Policies
- Complaints policies