



QUALITY ASSURANCE

Policy:	Equality and Diversity
Policy Ref:	EO/6/1
Approved by:	Senior Deputy Principal (Strategic Partnerships)
Date:	October 2011

1. Aim of the policy

The main aim of the Equality and Diversity Policy Statement and Procedure is to ensure that no individuals are disadvantaged in realising their goals by factors such as race, religion, gender, gender reassignment, sexual orientation, age, caring responsibilities, religion or belief, socio-economic background or disability.

To achieve its aim, it is essential for the College to develop a policy and process to work towards a situation where any unfair disadvantage is eradicated. This policy statement should be used in conjunction with-

- The Equality and Diversity Procedure
- The Single Equality Scheme and Action Plan
- The Equality Diversity strategy document.
- The Disability Statement
- The Procedure for supporting the Transgendered person

The College's immediate task is to ensure that the Equality and Diversity procedure and related documents referred to in this document are implemented.

Every employee, student and visitor to the college is required to support and uphold the Policy and Procedure so that we can truly and honestly say that equality of opportunity genuinely exists at Warrington Collegiate.

2. Responsibility

This policy applies to all employees, students, visitors and workplace providers of the College; it is the responsibility of all to comply with The Equality and Diversity Procedure.

Overall responsibility for this policy lies with the Senior Deputy Principal (Strategic Partnerships).

Responsibility for the monitoring of staff compliance lies with the Director of Human Resources.

Operational responsibility for the implementation of the Policy Procedures and guidelines lies with Directors and Curriculum Managers, supported by the Equality and Diversity Co-ordinator.

3. Equal of opportunity

- i) The Equality Act came into force in 2010 which covers specific equality strands or protected characteristics: age, disability, gender, gender identity, race, religion or belief, and sexual orientation, pregnancy, marriage (including civil partnerships).
- ii) The single public sector Equality Duty (April 2011) requires public authorities to:

Eliminate discrimination, harassment and victimisation by
 - a) Advancing equality of opportunity.
 - b) Fostering good relations
- iii) For children and young people whose circumstances have made them vulnerable to underachievement, Warrington Collegiate provides support to enhance the participation of vulnerable peoples in learning and improve their achievement.
- iv) Equality of opportunity within the Collegiate ensures that there are no artificial barriers to programmes and awards by ensuring that educational opportunity will:
 - a) be available to everyone who can achieve the required standard
 - b) be free from barriers which restrict access to progression
 - c) be free from overt or covert discriminatory practices with regard to race, religion, gender, gender reassignment, sexual orientation, age, caring responsibilities, religion or belief, socio-economic background or disability.
 - d) be free from any restrictions that are not legally required
 - e) pay due regard to the particular requirements of individuals, including those who may require support to undertake learning and assessment