



eia Equality & Diversity
Policy 2013-16

1. Purpose

1.1 Our vision is that, through implementing the Equality and Diversity Policy, we will ensure that we actively promote equality, diversity and inclusion and reduce and successfully tackle incidents of discrimination, victimisation, bullying and harassment. We recognise that discrimination takes various forms and that by tackling each protected characteristic via a common Single Equality Scheme; City of Wolverhampton College will be a better place to learn, study and visit.

1.2 The purpose of this policy to establish clear college guidance regarding Equality and Diversity and to establish key principles, structures and monitoring arrangements for the College. The guidance will be applicable to all employees and students, governors, contractors, employers, business partners, volunteers and visitors.

1.3 This policy will support the implementation of the College's Mission:

- To equip people in and around Wolverhampton with the skills to succeed

1.4 The Equality and Diversity Policy and action plan will contribute to the meeting of the College's overall strategic objectives:

- Get the basics right and build a reputation for excellence
- Develop high quality provision in priority sectors (engineering, construction, public services health and retail)
- Deepen and extend relationships with employers (inc SMEs) and partners
- Transform our organisation, to ensure it has the capacity and capability to deliver the vision.

2. Policy

2.1 The College welcomes the introduction of the Equality Act (2010), and through this policy it will meet the Public Sector Equality Duty (Section 149 of the Act) three aims which of:

- Eliminate unlawful discrimination, harassment or victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people with a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

- 2.2 It is our intention to ensure that no person is subject to unfair treatment in any way and we recognise our responsibilities and legal obligations and this policy will be implemented in accordance with all existing and emerging legislation.
- 2.3 This policy provides clear College guidance regarding equality and establishes structures and monitoring arrangements for the College.
- 2.4 The Policy will be publicised as widely as possible and will be available in different formats on request.
- 2.5 The Equality and Diversity Committee will ensure that effective systems to monitor and evaluate equality and diversity practice are in place, and that they consider the local demography, by:
- 2.5.1 Setting and monitoring equality and diversity performance indicators
 - 2.5.2 Monitoring and analysing data on student applications, enrolment, retention and achievement in terms of age, ethnicity, gender and disability with a view to comparing trends and highlighting and improving or narrowing the gap of any imbalances identified
 - 2.5.3 Monitoring and analysing student progression in terms of age, ethnicity, gender and disability, including progression with the College, progression to other educational institutions and, where possible, progression to employment
 - 2.5.4 Monitoring achievement of students from disadvantaged backgrounds
 - 2.5.5 Monitoring and analysing staff recruitment and progression in terms of age, ethnicity, gender and disability
 - 2.5.6 Monitoring and analysing complaints in terms of age, ethnicity, gender and disability
 - 2.5.7 Monitoring and analysing the take-up of staff training and development opportunities
 - 2.5.8 Ensuring College policies in relation to Equality and Diversity are regularly monitored, reviewed and updated, in line with legal requirements and external body recommendations
 - 2.5.9 Holding regular meetings of the Equality and Diversity Committee at which the views of staff and students are represented and at which policies and practices are regularly reviewed
 - 2.5.10 Producing an Annual Equality and Diversity report for submission to the Principal, EMT and Governors.

2.6 To further this policy, City of Wolverhampton College will ensure that:

2.6.1 All staff receive training in Equality and Diversity and are updated and trained as necessary

2.6.2 All managers regularly monitor teaching and assessment materials to ensure that they comply with equal opportunities legislation and promote equality and diversity, preparing students appropriately for further study and/or work

2.6.3 All students receive training in Equality and Diversity and opportunities to celebrate diversity are promoted throughout the year through informative activities during tutorial programmes and are given sufficient opportunities during lessons to promote their understanding of E&D by using naturally occurring opportunities. Their awareness of the diversity of the area is raised through volunteering and fund raising opportunities involving the local community

2.6.4 All students, staff and visitors can expect not to be discriminated against

2.6.5 All students and staff are aware of their responsibility to report the unfair treatment of others.

3. Monitoring and Review

3.1 The internal monitoring of the implementation of this policy will be the responsibility of the Equality and Diversity Committee.

3.2 The Equality and Diversity Committee will produce an annual report and review of the equality objectives which will be considered by the Board on an annual basis.

3.3 The responsibility for ensuring that this policy, and its associated processes and procedures, remain appropriate and comply with changes in legislation will be the Deputy Principal.

4. Complaints

4.3 Complaints relating to equality and diversity will be handled through the usual Compliments, Comments and Complaints procedure. Students can use a "Have Your Say" form or the complaints@wolvcoll.ac.uk email address to raise issues.

4.4 Complaints from staff relating to equality and diversity will also be handled through the usual Grievance procedures by the Human Resources department, with involvement of specialist Equality and Diversity Advisors as appropriate.