



## Equality Statement & Policy

Equality Impact Assessment				
<b>1.</b>	<b>Document Responsibility</b>	Susan Tindall		
<b>2.</b>	<b>Date of Impact Assessment</b>	10 June 2016		
<b>3.</b>	<b>Date of CLT Approval</b>	13 June 2016		
<b>4.</b>	<b>Date of Governors Approval</b>	11 July 2016		
<b>5.</b>	<b>Date of Future Review</b>	12 months		
<b>6.</b>	<b>Purpose of Policy or Document (<i>What does this cover?</i>)</b>	Middlesbrough College recognises its role in creating a climate which supports equality, diversity and opportunity and will endeavour to address by reasonable adjustments to remove any barriers that may exist in relation to any of the protected characteristics for all its students, staff and potential applicants.		
<b>How could this Policy / Document impact on the Protected Characteristics listed?</b>				
	<b>No Disproportionate Impact</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Evidence</b> <i>(From consultation, sources of advice, guidance and feedback)</i>
<b>Race</b>	<input checked="" type="checkbox"/>			
<b>Disability</b>	<input checked="" type="checkbox"/>			
<b>Gender</b>	<input checked="" type="checkbox"/>			
<b>Pregnancy/Maternity</b>	<input checked="" type="checkbox"/>			
<b>Religion/Belief</b>	<input checked="" type="checkbox"/>			
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>			
<b>Age</b>	<input checked="" type="checkbox"/>			
<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>			
<b>Marriage &amp; Civil Partnership</b>	<input checked="" type="checkbox"/>			
<b>Accessible to all</b>				
If you have ticked the Negative Impact box of any of the above please complete details of the Actions necessary below.				
<b>Actions required</b>	<b>Date</b>	<b>Comments Received</b>	<b>Action Taken</b>	
<b>Equality Impact Assessment carried out by</b>			Lin Barry	



## **Equality Statement & Policy**

### **Scope and Purpose of the Statement & Policy**

This Equality Statement & Policy applies to Governors, staff and students of the College and also includes partners, volunteers and visitors or contractors working on our sites.

Middlesbrough College's Equality Statement & Policy is linked to the College Strategic Priorities and its Mission Statement and Values.

The College has an Equality Action Plan in response to the Equality Act 2010. It aims to promote all other forms and strands of equality and human rights that are relevant.

This policy can be applicable when outside normal working hours and is not restricted to when on College premises. In some cases it may also be relied upon in the case of associative discrimination i.e. unfavourable treatment due to association with another person who may be protected by some or all parts of equality legislation.

Middlesbrough College is committed to providing an environment in which there is equality of opportunity for all members of its community and our commitment for equality, diversity and inclusion ensures that all who learn and work at Middlesbrough College and potential applicants to the College are treated equally.

Middlesbrough College recognises that its legal obligation is to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations.

The Strategic and Operational Equality and Diversity Committees are responsible for monitoring, guiding and recommending on issues concerning Equality and Diversity within the College and ensures the commitment to Equality and Diversity is understood by all that engage with the College.

## Policy Statement

Middlesbrough College is committed to the development of non-discriminatory policies and practices providing an environment in which there is equality of opportunity for members of its community, whether required by legislation or not, in all aspects of its activities as an employer and training provider.

Middlesbrough College has zero tolerance and is opposed to any form of discriminatory behaviour, bullying or harassment on the grounds of:

- Age.
- Disability.
- Race.
- Gender.
- Religion / belief.
- Marital status / Civil Partnership.
- Gender reassignment.
- Pregnancy & Maternity.
- Sexual orientation.
- Social background or any other personal characteristic

Middlesbrough College recognises that the vast majority of staff, students and contractors act appropriately and with respect towards their colleagues and contacts however inappropriate behaviour will be treated as a serious matter and procedures will be followed.

## Policy

Middlesbrough College recognises its role in creating a climate which supports Equality, Diversity and opportunity and will endeavour to address by reasonable adjustments to remove any barriers that may exist in relation to any of the above mentioned protected characteristics for all of its students, staff and potential applicants.

For the purposes of this policy inappropriate behaviour is largely defined as bullying or harassment. The following definitions are intended for identification purposes but are not meant to be an exhaustive list.

**Bullying** is defined as but not limited to offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

**Harassment** is defined but not limited to unwanted, demeaning and unacceptable conduct affecting the dignity of men and women in the workplace, based upon a person's protected characteristics as defined in the Equality Act 2010, listed above. It may be persistent or an isolated incident

Middlesbrough College takes positive action, both as an employer and as a provider of education and training promoting equality of opportunity to all its students, staff and our local community in respect of:

- Access to and participation in education and training.
- The College environment.
- Engagement with the Community.
- Resources.
- Support systems.
- Staff selection, recruitment and promotion.
- Staff training and personal development.
- Providing a curriculum, working and social environment that fully reflects the cultural diversity in society both locally and nationally.
- Fostering a climate within the College community of high self-esteem, respect for others and commitment to maximise personal potential.
- Addressing equal opportunities issues at the individual and institutional level with equal vigour.
- Reviewing and modifying procedures and priorities as necessary to improve the implementation of equality diversity and inclusion.

## **Commitment and Intent**

The Equality Statement & Policy has been written to set out Middlesbrough College's commitment and intent as an equal and diverse employer. The Equality Statement & Policy will be reviewed regularly and at least annually to ensure up to date changes in legislation and effective implementation.

Middlesbrough College will promote Equality and Diversity in its activities and strategies presenting a high profile of the same by a variety of means.

Middlesbrough College's key areas of commitment and intent are:

- To set appropriate equality targets and actions
- To have a Communication Strategy to ensure awareness of the scheme among staff, students, potential staff or students to the College, suppliers of goods and services, recognised consultative forums and the public.
- Review all policies and practices to ensure continuous quality improvement at least every two years.

- Consultation, engagement and involvement opportunities for staff, students, external clients and others working in partnership with the College to influence the policies and implementation of them.
- Staff induction and training opportunities to promote understanding and awareness of equality, diversity and inclusion and enhance or embed good practice.
- Zero tolerance of any type of inappropriate behaviour.
- Inclusive accessibility for those with disabilities including directions or maps which will include information on parking facilities, public transport and wheelchair access.
- A welcoming service to all staff, students and visitors to the College where consideration will be given to accessibility of location with signage that is clear and displayed at a level suited to all.
- All written information produced will be clearly presented in Arial font size 12 in plain English with alternative formats being provided on request.
- All complaints received by the College will be monitored for equality issues related to any protected characteristics and reported on regularly.
- A termly report on Equality and Diversity will be provided to the Governing Body.

## **Dignity at Work**

It is the responsibility of all employees, prospective employees, contractors, workers and volunteers to respect the dignity of their colleagues in the work place.

Failure to do so may result in disciplinary action taken against an employee which can result in their dismissal.

Employees, prospective employees, contractors, workers and volunteers should also advise their manager or another appropriate person if they witness an act of bullying or harassment.

Management in conjunction with Human Resources will commit to providing a work environment which is free from bullying and harassment and managing such incidents swiftly and appropriately.

## Complaint Procedure

If you feel the College has not fulfilled its commitment as set out in this policy, please refer to:

- Staff – the College policies for Grievance Procedure.
- Students and visitors – the College Complaints Procedure.

This policy should be read in conjunction with the following documents:

Disability Statement.  
Maternity Policy.  
Paternity Policy.  
Workforce Development Strategy & Policy.  
Staffing & Recruitment Appointment Policy.  
Flexible Working Policy.  
Code of Conduct.  
Disciplinary & Grievance Policy.  
Staff Bullying and Harassment Policy Student  
Bullying and Harassment Policy.  
Safeguarding Learners Policy & Procedure.  
Complaints Procedure

## Non-compliance with the Equality Statement & Policy and related policies.

Non-compliance by a member of staff or a student of the College will be treated as a serious matter and dealt with fairly through the College's normal procedures including the Disciplinary Procedure where appropriate.

