



TyneCoastCollege

Equality & Diversity Policy

This policy is available on-line at: www.tynecoast.ac.uk

- We will consider any request for this policy to be made available in an alternative format or language. Please note that the College may charge for this. Please contact: Executive Director of HR
 - We review our policies regularly to update them and to ensure that they are accessible and fair to all. We welcome suggestions for improving the accessibility or fairness of this policy.
 - All our policies are subject to equality impact assessments*. We are always keen to hear from anyone who wishes to contribute to these impact assessments. Please contact: Executive Director of HR

*Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a negative impact on grounds of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Approved by:	Version:	Issue Date:	Review Date:	Contact Person:
CMT, STCLGB,E&D, CQ&S, Board	v.8.2	Nov 2020	Nov 2023	Executive director of HR

Equal Opportunities: Impact Assessed

POLICY NUMBER 21

1 Policy Statement

Tyne Coast College recognises and values the social and cultural diversity in which it operates. We are committed to promoting equality and respecting the dignity of all staff, students and others who visit the College. We aim to give everyone an equal opportunity to experience their time in College, free from any form of harassment or discrimination.

2 Scope

The Equality and Diversity policy covers all members of the College Community.

3 Legislation

This policy is based on the requirements of the Equality Act 2010 and our commitment to the duties and responsibilities it places upon us.

The college has a fundamental belief in the right of everyone to be treated with respect and regarded as equal status regardless of the following Protected Characteristics:

- Age
- Disability
- Economic Situation
- Gender re-assignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and Civil Partnerships

In addition, the college has adopted the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism.

The IHRA definition helps clarify how antisemitism can manifest itself in the 21st century, as follows (alongside examples):

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

4 Responsibilities

Everyone has a responsibility to ensure that the college complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share any of the above protected characteristics and those who do not
- Promote good relations between people who share a protected characteristic and those who do not.

The College recognises that all staff and students have a duty to support and uphold the principles contained in the Equality and Diversity Policy and supporting policies. This includes creating a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students.

Everyone has a responsibility to report or challenge any bullying, harassment or discrimination against any individual. All allegations will be taken seriously and dealt with fairly, through the relevant procedure.

Within this general responsibility there are some specific responsibilities:

- 4.1 The College Board of Governors, to take positive action to implement the duties of the Equality Act 2010
- 4.2 The Chief Executive Officer, for the effective implementation, co-ordination and monitoring of the policy
- 4.3 The Executive Director of Human Resources, for provision of initial staff training at induction and updated training to respond to changes in legislation and to develop good practice.

5 Actions to Implement and Develop Policy

An Equality and Diversity Action Plan will be reviewed each year and submitted to the Chief Executive Officer, Senior Management Group and the College Board for approval. The Plan will include specific targets to be achieved, taking account of:

- 5.1 College goals, targets and performance data
- 5.2 Legislative requirements
- 5.3 Issues raised by staff and students
- 5.4 The needs of the community in which the College is based
- 5.5 Positive action to promote and celebrate Equality and Diversity

6 Monitoring and Evaluation

The College will monitor and evaluate achievement in respect of equal opportunities by taking the following actions:

- 6.1 Gathering statistics about staff and students, analysing the statistics, identifying any issues arising and making proposals for specific actions to address any inequalities
- 6.2 Monitoring the implementation of the Equality and Diversity Action Plan
- 6.3 Ensuring curriculum and course design takes account of equality issues
- 6.4 Reporting regularly on equality and diversity to the College Management Team and the Full Board.
- 6.5 Keeping staff and students regularly updated in respect of equal opportunities issues

7 Related Policies

- Disability Equality Policy
- Gender Equality policy and supporting document: Transgender Protocol
- Harassment and Bullying Policy
- Race Equality Policy