



SINGLE EQUALITY STATEMENT

Fareham College Mission and Core Values:

Our Core Values

Our core values express what the College stands for and how we will conduct ourselves as an organisation. The College's three core values have been developed with our staff and students.

They are:

We celebrate differences and **RESPECT** individuals

We applaud those that **INNOVATE** teaching and learning

We believe that we and our students will **EXCEL**

Our core values underpin our strategies, policies, objectives and procedures by providing a basis and a reference point for everything that we do. They have informed the development of this strategic plan, in particular by reinforcing the primacy of the student experience to our future direction. In working to achieve its strategic aims, the core values will guide the College's decision-making.

Our Mission

Is to be; an outstanding and responsive college at the heart of learning in Fareham and Gosport

Fareham College is committed to:

- Ensuring equality of treatment for everyone in connection with the delivery of courses and services, recruitment and employment.

- The broad principles of social justice and is opposed to any form of discrimination or oppression and accepts all its legal and moral responsibilities in these respects.
- Treating equally everyone with whom its representatives come into contact including current and potential students, its employees, elected members and job applicants.
- Ensuring that no person is treated in any way less favourably on the grounds of race, colour, nationality, ethnic or social origin, gender, sexual orientation, religion, age, disability and/or political/other personal beliefs.
- The implementation of necessary actions and training to ensure its commitments with regard to equality of treatment are fulfilled and will establish structures for oversight and scrutiny on an annual basis or as when required.
- The engagement and communication, both internally and externally, with staff, students and all stakeholders where appropriate in relation to the above.

- Ensuring our commitment to Equality and Diversity is understood by all that engage with the College.

Legislative Context

Fareham College has chosen to publish a Single Equality Statement that replaces the Race Equality Scheme – Disability Equality Scheme - Gender Equality Scheme, fully taking into account The Equality Act 2010. The Equality Act 2010 replaces and supplements existing legislation. It extends the characteristics for which people are protected from discrimination and the grounds for positive action on the basis of people being disadvantaged or having additional needs due to those characteristics.

The characteristics are:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy
- Race
- Religion or Belief
- Sexual Orientation

The scheme will also take into account the importance of reducing inequality of outcome resulting from socio-economic disadvantage.

Fareham College formally recognises its legal and moral duty to identify and address the needs and barriers that our learners may face in fulfilling their learning potential. We also recognise the continuing relevance of previous legislation until all relevant parts of The Equality Act 2010 have been firmly established and will endeavour to address by reasonable adjustments and positive action to remove any barriers that may exist in relation to any of the above mention protected characteristics for both staff and students.

Commitment and Intent

Fareham College has four key areas of commitment and intent:

- Review all policies and practices
- Consultation, Engagement and Involvement
- Set appropriate equality targets and actions
- Communication Strategy

Review all policies and practices

Fareham College will review all its policies in 2012 to ensure legal and moral compliance by all staff and students, regardless of differences and specifically in relation the Protected Characteristics as defined.

A framework of continuous equality improvement will be set to ensure that all policies, procedures and organisational documentation will undergo review triennially.

The aim of any review process will be to ensure that policies and procedures do not unwittingly disadvantage any particular individual in regards to any one or more of the protected characteristics that they may possess.

Fareham College's review process will involve the completion of an Equality Impact Assessment (EIA), which will involve three key stages:

1. Identification of key issues internally - where reasonable consultation should occur.
2. Adoption of change in procedure and application of positive action - where reasonable and appropriate.
3. Communication - all amendments should be effectively conveyed to staff, students and key stakeholders where appropriate and relevant.

Changes in policy and procedure should not be based on the basis of evidence alone, but also on the moral duty and obligations to make adjustments to policies, with the aim to ensure inclusivity and eliminate unlawful discrimination in all its forms.



Signed:

Andrew Kaye, Principal & Chief Executive