



Equality, Diversity & Inclusion policy

Audience	Staff
Requirement	Additional
Policy Owner	People & Culture
1st Delegation	SLT
Last Delegation	F&R
Review Cycle	Every 3 years
Last Review	Nov 22
Due for Review	Nov 25

Introduction

Fareham College is committed to encouraging equality, diversity and inclusion among our workforce and eliminating unlawful discrimination.

This policy applies to all students, staff, volunteers and visitors at each College campus and whilst representing the College in any capacity both in person and online. This will ensure that we adhere to legal obligations with the equality and diversity duty.

The aim is for our employees, students, volunteers visitors and customers to be truly representative of all sections of society, and for all to feel respected and able to give their best.

The Corporation - is also committed against unlawful discrimination of customers and members of the public.

Purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all our employees and students, whether temporary, part-time or full-time
2. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

Equality Duty

The policy upholds the values of the Equality Act 2010 which provides a single overriding legal framework to replace all equality laws. The College commits to ensuring that all people are treated equally in respect of

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

The College will fulfil the public sector equality duty by;

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

Our commitments

The Corporation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
3. This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
4. All staff and students should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
5. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
6. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
7. Any acts of sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
8. Make opportunities for training, development and progress available to all staff and students, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
9. Make decisions concerning staff and students being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
10. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
11. Monitor the composition of the workforce and student groups and improve upon where highlighted demographics such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
12. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and acting to address any issues.