

EQUAL OPPORTUNITIES POLICY

Policy Statement

Inspire Middlesex College is committed to equality of opportunity and to a pro-active and inclusive approach to equality which supports and encourages all groups and promotes an inclusive culture, and also value diversity.

We are therefore committed to a policy and practice that, for learners, will be determined only by personal merit and performance. For staff, entry into employment with the college will be determined only by personal merit and the application of criteria which are related to the duties and conditions of each post and the needs of Inspire Middlesex College.

Subject to statutory provisions, no student or member of staff will be treated less favorably than another because of her or his belonging to a protected group.

Protected groups are defined in the Equalities Act 2010 as Sex, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race, Disability, Sexual Orientation, Age, Religion or Belief. Inspire Middlesex College respects all religious and philosophical beliefs, and the right of its community to discuss and debate these issues freely.

If any person is admitted as a student or appointed as a member of staff and feels that he or she is suffering from unlawful discrimination, victimization or harassment in their admission or appointment, he or she may make a complaint, which will be dealt with in line with the agreed procedures for complaints, Grievances or the procedure for dealing with Bullying and Harassment as appropriate.

Inspire Middlesex College will take active steps to promote good practice, in particular:

- Work towards the elimination of unlawful discrimination, harassment and victimization towards a protected characteristic, whether actual, perceptive or otherwise.
- Subject its policies to continuous assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality of opportunity for all these groups.

- Monitor the recruitment and progress of all students and staff, collecting and collating equalities information and data as required.
- Promote an inclusive culture, good practice in teaching, learning and assessment and good management practice through the development of best practice, policies and training.
- Take positive action to support this Policy and its aims.
- Publish this policy amongst staff, and students ensuring regular policy assessments, equality analysis and results of monitoring.

This Equal Opportunities Policy will be enacted through by Inspire Middlesex College's equality Objectives and associated implementation plans. This will demonstrate how Inspire Middlesex College will fulfill its statutory obligations in relation to equalities legislation as follows:

- Governance and Policy Development including compliance, equal pay, and assessing policy, practice and its impact.
- Developing and implementing Best Practice.
- Inclusive practice for staff, students, visitors, clients, customers and suppliers.
- Promotion of Equality and Diversity, Including relevant events, training and guidance.
- Data and Information provision including appropriate monitoring and compliance reporting.

Inspire Middlesex College will meet all statutory obligations under relevant legislation and, where appropriate, future legal requirements. This will be informed by:

The Equalities Act (2010) and associated secondary legislation
Criminal Justice and Immigration Act (2008)
The Racial and Religious hatred Act (2006)
The Civil Partnership Act (2004)
The Gender Recognition Act (2003)
Criminal Justice Act (2003)
The Human Rights Act (1998)
The Protection from Harassment Act (1997)
Special Needs and Disability Act (2001)

1 To whom does this Policy apply?

- 1.1 This Policy applies to our employees, whether permanent, temporary, casual, part-time or on fixed-term contracts, to ex-employees, to job applicants and to individuals such as agency staff and consultants who are not our employees, but who work for Inspire Middlesex College (collectively workers).
- 1.2 All workers have a duty to act in accordance with this Policy, and therefore to treat colleagues and students with dignity at all times. Inspire Middlesex college will not tolerate any discriminatory practices or behaviour.
- 1.3 The policy statement in paragraph 1.2 applies equally to the treatment of our visitors, clients, customers and suppliers by our workers and the treatment of our workers by these third parties.
- 2 Personnel responsible for implementation of this Policy**
- 2.1 The MD has overall responsibility for the effective operation of this Policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination.
- 2.2 All members of staff are responsible for the success of this Policy and must ensure that they familiarise themselves with the Policy and act in accordance with its aims and objectives. If you have any questions about the content or application of this Policy you should contact the MD.
- 3 Scope and purpose of policy**
- 3.1 We will not unlawfully discriminate on grounds of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability or age, pregnancy, trade union membership, or part-time or fixed-term status.
- 3.2 This Policy applies to the advertising of jobs and recruitment and selection, to training and development, opportunities for promotion, to conditions of service, benefits and facilities and pay, to Health & Safety, to conduct at work, to grievance and disciplinary procedures and to termination of employment, including redundancy.

This policy will be amended as appropriate to meet the demands of future legislation.