

Gower College Swansea Equality & Diversity Policy Statement



Coleg Gŵyr Abertawe
Gower College Swansea

Issue	February 2022
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Originator	Paul Vincent, Diversity and Equality Officer
Location of Policy Statement	Intranet/Policies & Procedures/Corporate
Policy Statement Approved By:	Strategic Planning Group

Gower College Swansea Equality & Diversity Policy Statement

Gower College Swansea is committed to meeting its duties under the Equality Act 2010 and treating everyone equally, fairly and with respect in all aspects of College life.

Responsibilities

Students, apprentices, staff, partners, apprentice employers and service users are responsible for ensuring that their behaviour is consistent with advancing equality and valuing diversity and are expected to report discriminatory practices or behaviour.

College staff will help advance equality across the organisation and ensure that the College meets its equality objectives by:

- treating students, apprentices, colleagues, partners, apprenticeship employers and service users with respect and not harassing or discriminating against anyone on the basis of a protected characteristic;
- fostering good relations and positive attitudes to equality and diversity and challenging stereotyping and prejudice;
- dealing appropriately with discriminatory behaviour, harassment and victimisation;
- making services, facilities and education accessible and providing everyone with the opportunity to achieve to their full potential and participate in College life;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people and to remove or minimise disadvantages experienced by people due to their protected characteristics;
- encouraging people with protected characteristics to participate in activities where their participation is disproportionately low.

We expect learners and apprentices to:

- treat other students and staff with respect;
- report discriminatory practices or behaviour;
- not discriminate against or harass other students, staff or service users. This can include insulting, excluding or intimidating others.

Getting Engagement to the Policy Statement

Gower College Swansea will promote our Equality and Diversity Policy Statement to staff and stakeholders through the college website, intranet and for apprenticeship through Learner and Employer handbooks.

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All staff are required to maintain their understanding and awareness of equality and diversity.

Managers are responsible for promoting equality and diversity with their staff teams, learners and stakeholders including employers, where applicable.

Complaints and Breaches of Policy

Complaints and breaches of this policy statement will be dealt with promptly and sensitively, in accordance with our complaints, grievance or disciplinary procedure.

Legislative Context

The Equality Act 2010 includes a public sector **equality duty** to:

- **eliminate unlawful discrimination, harassment and victimisation;**
- **advance equality of opportunity** between people who share a relevant protected characteristic and others;
- **foster good relations** between people who share a relevant protected characteristic and those who do not.

This general duty covers the following protected characteristics: age; disability; race; religion or belief; sex; sexual orientation; gender reassignment; pregnancy and maternity and marriage and civil partnership.

Specific Duties

These are the steps organisations must take to demonstrate that they are meeting the general duty. These include:

- strategic equality plans and objectives;
- engagement;
- assessing impact;
- equality information;
- employment information, pay differences and staff training;
- procurement;
- annual reporting and publishing;
- review;
- accessibility.

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Staff Training in Implementing the Policy

All staff undertake Equality & Diversity training as part of their induction and CPD processes, including awareness of our equality duty as a public sector employer. This includes when recruiting staff, delivering our services, including apprenticeship provision and working with employers and apprentices. We have a work based learning Disability Action Plan, reviewed annually to increase the number of apprentices with disabilities and work or life affecting health conditions

Advancing Equality and Monitoring our Progress

Our Strategic Equality Action Plan sets out our equality objectives and the actions we intend to take to implement these. Progress with implementing our objectives is reviewed regularly by the College's Equality and Diversity Group, chaired by the Principal. **Our annual Equality and Diversity Progress Reports outline the progress the College has made** in relation to meeting its equality objectives and advancing equality and include the relevant equality data and information required under the Equality Act. **These documents are available on the College website www.gcs.ac.uk under About Us/Policies and Procedures.**

For further information about this policy statement or to obtain this document in Welsh or an alternative format contact the Gower College Equality and Diversity Leader: paul.vincent@gcs.ac.uk

Signature: 

Person signing off Policy: Mark Jones, Principal

Date: 28 February 2022