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**EQUALITY AND DIVERSITY POLICY STATEMENT**

# INTRODUCTION

## Edinburgh College will adopt innovative, coordinated and positive measures to advance equality and diversity in all its functions and actions, in line with equality legislation and best practice. As a provider of employment and education, we value the diversity of our staff and students.

# SCOPE

## This policy covers all staff and forms part of the formal agreement between students and the College.

## All visitors to the College, together with those contracted to work at or for the College, will be expected to comply with this policy.

## We aim to create an environment that respects the diversity of staff and students and enables them to fulfil their potential, to contribute fully and to derive maximum benefit and enjoyment from their involvement in the life of the College.

##  All members of the College community must abide by this policy.

# **KEY PRINCIPLES**[[1]](#endnote-1)

## The College is committed to advancing and developing equality of opportunity in all its functions and will do this by:

* Communicating its commitment to equality and diversity to all members of the College community and publicly to external stakeholders
* Communicating where responsibility lies for equality matters and ensuring this is followed up and accountable
* Providing training for decision-makers, staff and students
* Maintaining effective mechanisms for implementing, monitoring, evaluating, reviewing and reporting as part of its role as a large scale provider of services and education and as an employer
* Promoting positive working relationships between students and staff
* Treating acts of discrimination by following the agreed reporting, harassment and disciplinary procedures
* Consulting and involving stakeholders including student groups, the trade unions, staff groups and other relevant external organisations.

# **LINES OF RESPONSIBILITY**

## **The Board of Management**: have responsibility for ensuring that the College operates within the legal and Scottish Government frameworks for equality and oversees the implementation of the policy throughout the college.

## **The Equality and Diversity Steering Group:** have responsibility for receiving regular statistical monitoring reports and for developing, monitoring and tracking progress in and achievement of the College’s Equality Outcomes.

## **The Equality and Diversity Unit**: is responsible for keeping the Board and the E and D Steering Group informed of all developments in this area, for making staff aware of any responsibilities that relate to their work and undertaking internal and external consultation with relevant stakeholders.

## **Managers and decision-makers:** are responsible for fostering an environment in which compliance with this policy is regarded as integral to the work of the area in which they work. They are responsible for ensuring the production and implementation of Equality and Diversity plans in response to equality impact assessment and the equality outcomes set by the college.

## **Each member of the college community:** is responsible for preventing discrimination, harassment or victimisation which is within their control to prevent; challenging and reporting any inappropriate behaviour if it occurs. Individual members of the College community should seek actively to advance equality of opportunity for others and strive to create an environment in which each individual can thrive without fear or intimidation.

# **DIRECTLY RELATED LEGISLATION**

## Under the terms of the Equality Act 2010, the College, as a public services provider, is required to protect people from discrimination.

## The College acknowledges the following basic rights (based on Human Rights principles: FREDA: Fairness, Respect, Equality, Dignity and Autonomy ) of all members and prospective members of its community:

## To be treated with respect and dignity

## To be treated fairly with regard to all procedures, assessments and choices

## To receive encouragement to reach their full potential

## These rights carry with them responsibilities and the college requires all members of our community to recognise these rights and to act in accordance with them in all dealings with fellow members. No individual will be discriminated against. This includes discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, employment status, trade union activity, responsibility for dependants and language.

# **EFFECTIVE DATE**

## This Policy and its supporting Procedures become effective from 1 October and supersede all previous policies and procedures relating to Diversity and Equality.

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**COLLEGE SENIOR MANAGEMENT TEAM MEMBER**

**Date:** / /

1. The college is an equal opportunities organisation and aims to reflect the diversity of British Society.  We welcome and support staff, students and visitors irrespective of age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This policy and any amendments will be subject to an Equality Impact Assessment (EIA) to assess the likely, or actual, effects of the policy, functions, activities and decisions on the protected groups. [↑](#endnote-ref-1)