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This policy is available in a range of accessible formats on request from HR Department.

EQUALITY AND DIVERSITY POLICY

This policy is applicable to staff and students and to others working with the College.

This policy is available on notice boards, the staff intranet and via Blackboard.

In accordance with the Equality Act 2006, Northbrook College encourages and supports the development of a society in which:

- people's ability to achieve their potential is not limited by prejudice or discrimination
- there is respect for and protection of each individual's human rights
- there is respect for the dignity and worth of each individual
- each individual has an equal opportunity to participate in society, and
- there is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

The College strives to achieve a culture of excellence without exclusion, the elimination of prejudice and discrimination of all kinds, and that this should become thoroughly embedded in the culture of the College.

The College is committed to providing learning and working opportunities for all, regardless of:

- Age
- Disability
- Gender
- Proposed, commenced or completed gender reassignment
- Race
- Religion or belief
- Sexual orientation

and all other aspects of diversity including marital status and learning difficulties.

The College will uphold the personal dignity of all staff and students. It will ensure that they may work and learn without harassment or bullying. They should not have to suffer unwanted conduct or have their dignity offended or violated. There must not be an intimidating or hostile atmosphere for them, nor can they be degraded or humiliated or placed in an offensive environment.

To support its policy the College's Equality and Diversity Committee is responsible for monitoring, advising and commissioning or producing reports on the following:

- that the recruitment and progression of students and staff is made and is seen to be made without prejudice
- that the learning and working environment is supportive and conducive to a sense of belonging for all concerned
- that the curriculum offers opportunities for all potential students, from all sections of the population, and that those opportunities are made explicit
- that students are being prepared for life in a multi-ethnic and diverse society
- that staff training is provided to support all of the above.

The Equality and Diversity Committee reports to the Principal and Senior Management of the College and produces an annual report monitoring performance. Complaints of any kind relating to perceived unfairness, harassment, bullying and discrimination may be taken through the respective Grievance Procedures for students and staff, or may be made in confidence to any member of the Equality and Diversity Committee (current membership lists available from the College libraries and Intranet). Breaches of the College's Equality and Diversity Policy by students or staff are regarded as breaches of College discipline, and as such are subject to disciplinary procedures.