

National College Creative Industries Equality Policy

Policy Statement

National College Creative Industries aims to be a welcoming, inclusive college for all who learn, work or use our services. We believe in respect for everyone; we want to develop our community by valuing diversity and advancing equality.

Our aim is to ensure that everyone who works and learns at National College Creative Industries achieves their full potential in an inclusive environment free from discrimination. This is regardless of age, race, gender, disability, sexual orientation, marriage and civil partnership, gender reassignment, pregnancy and maternity, religion and belief, family circumstances, economic and social background, union activity, and employment status.

1. Scope

This policy applies to all members of National College Creative Industries, including governors, staff, students and people using our services. The policy is also binding on our external contractors, employers and other partners with whom the College collaborates. Unless otherwise stated, all references to staff include potential employees, former employees, full-time and part-time employees, as well as sessional workers, agency workers, temporary workers and contractors.

2. Policy Summary

This policy sets out how we deliver equality and meet our legal requirements. It establishes clear responsibilities for governors, staff, students and other stakeholders to ensure that all are aware of their collective and individual duties under legislation. We will build on this legal compliance to achieve excellence for our students and staff.

3. Policy Details

This policy responds to the Equality Act 2010, including the public sector equality duty and accompanying specific duties. It also responds to the Special Educational Needs and Disabilities (SEND) Reforms of the Children and Families Act 2014.

The nine protected characteristics established in the Act are age, race, gender, disability, sexual orientation, marriage and civil partnerships, gender reassignment, pregnancy and maternity and religion and belief.

The public sector equality duty means that in the exercise of our functions, National College Creative Industries must have due regard to the need to: eliminate discrimination, harassment and victimisation; advance equality of opportunity between people who share a protected characteristic and those who do not; foster good relations between people who share a protected characteristic and those who do not.

In the case of marriage and civil partnership, public authorities need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. However, the other aims (advancing equality and fostering good relations) do not apply to this characteristic.

National College Creative Industries will publish information to demonstrate our commitment and compliance with the specific equality duties across our functions on an annual basis at the end of each academic year. Alongside our Strategic Objectives, to be published in February 2017 and renewed at least every four years, we will also prepare and publish equality objectives and details of engagement undertaken to achieve these objectives.

4. Responsibilities

Governors are responsible for:

- Ensuring that the strategic direction of National College Creative Industries supports advancing equality and diversity.
- Ensuring National College Creative Industries meets all its legislative duties, including the general and the specific duties of the Equality Act 2010, the SEND reforms of the Children and Families Act 2014 and all subsequent legislation.
- Holding National College Creative Industries Management Team accountable for the implementation of this policy.
- Striving to ensure that the membership of the body of governors and advisors reflects the diversity of the student community at National College Creative Industries.

National College Creative Industries Team is responsible for:

- Promoting a welcoming, inclusive college for all, showing respect for everyone, valuing diversity and advancing equality.
- Implementing the Equality Act 2010, including the general and specific duties, the SEND reforms of the Children and Families Act 2014, and all subsequent legislation, and the Equality and Diversity Policy.
- Ensuring staff and students understand their responsibilities and are given appropriate support and training to enable them to carry out their duties.
- Ensuring equality and diversity monitoring is integrated into quality assurance processes.

- Impact assessing policies, major plans and procedures, to identify areas for improvement and then to make changes to ensure we are implementing our values as well as complying with the law.

All staff are responsible for:

- Promoting a welcoming, inclusive college for all, showing respect for everyone, valuing diversity and advancing equality.
- Behaving in a way which does not discriminate against, victimise, bully or harass any individual or group (as above); this includes on social media.
- Challenging inappropriate or discriminatory behaviour.
- Reporting incidents of discrimination, victimisation, bullying and harassment.
- Contributing to self-assessment reporting on how equality and diversity are advancing in their areas.
- Participating in equality and diversity training.
- Fully integrating and embedding equality and diversity in their delivery of services.
- Fully integrating and embedding equality and diversity within curriculum planning and teaching, learning and assessment.
- Regularly reviewing the promotion of equality and diversity in individual subject areas and improving the opportunities identified in schemes of work.
- Developing schemes of work, lesson content and resources which recognise and promote inclusion.

Students are responsible for:

- Promoting a welcome, inclusive college for all, showing respect for everyone, valuing diversity and advancing equality.
- Behaving in a way which does not discriminate against, victimise, bully or harass any individual or group (as above); this includes on social media.
- Reporting incidents of discrimination, victimisation, bullying and harassment to their tutor or other member of staff.

Our expectations are that all who work in partnership with us in any capacity (for example, parents/carers, contractors, work experience employers, hirers of our premises, external speakers and trainers) agree to:

- Show respect for everyone, valuing diversity and advancing equality.
- Behave in a way which does not discriminate against, victimise, bully or harass any individual or group.
- Behave in a way that does not contravene The National College's Equality Policy or the law.

5. Complaints

The College's Complaints Procedure has details of the informal and formal processes that National College Creative Industries operates to deal with complaints.

6. Breaches of this policy

Any student who is found to have breached this policy may be dealt with under the College's Creative Industry Standards policy and procedure.

Any member of staff who is found to have breached this policy may be dealt with under the College's Staff Disciplinary Policy.

National College Creative Industries will also take seriously any malicious, or in our opinion, unwarranted allegations of discrimination, victimisation, bullying and harassment and will take appropriate disciplinary action where necessary.

7. Policy Monitoring and Review

The effectiveness of the policy will be monitored by the lead for equality and diversity in the Principalship.

This policy will be reviewed every three years. Where necessary, the review will be more frequent to ensure compliance with current legislation.