



EQUALITY AND DIVERSITY POLICY

Shipleigh College will demonstrate its commitment to equality of opportunity for all individuals. Everyone is unique and valuable.

We celebrate the diversity of our governors, staff and students in relation to age, different abilities and disabilities, economic status, gender, sexual orientation, race, religion, belief and culture.

Shipleigh College will:

1. Demonstrate its opposition to any form of discrimination by staff or students.
2. Display and encourage positive attitudes to all individuals and foster throughout the College a commitment to actively oppose discriminatory behaviour.
3. Continuously review practices, procedures, customs and environmental factors in order to improve access to college services.
4. Offer courses and a curriculum which address the needs of the people it serves.
5. Encourage all students, and where appropriate their families/advocates, to play a full part in the decision making processes, which affect their education and training.
6. Operate non-discriminatory recruitment procedures in relation to staff and students.
7. Monitor and evaluate this policy, and where possible, improve it.



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Section 2

Statement of the College's Policy for promoting Race Equality and arrangements for meeting the College's statutory duties under the Race Relations (Amendment) Act 2000

A) Introduction

Within the overall framework of the College's long-established Equal Opportunities Policy (now the Equality and Diversity Policy), the College will continue to take a proactive approach to race equality issues, both as an educational institution and as an employer. The Corporation of the College recognizes its responsibility to work with staff, students, employers, community groups and with organizations in the Bradford District to promote good race relations, celebrate cultural diversity and tackle racial discrimination. The College has actively pursued its commitment to race equality over many years, examining its institutional practice and curriculum and developing an ethos where the mission and values of the College place equality of opportunity at the centre of our work. To ensure that the College can continue to fulfil this commitment there is no room for complacency and the College welcomes the clear direction given to public authorities by the Race Relations (Amendment) Act. To this end the College will work with students, staff and others to address the general and specific duties placed upon the College by the Race Relations (Amendment) Act.

B) Meeting the College's general duties under the Act

The College will publicise its commitment:-

- To tackle racial discrimination
- To promote equality of opportunity
- To promote good race relations

The College will continue to promote the College as an institution where a commitment to equality of opportunity is integral to our determination to deliver high standards of teaching and learning and to act as a good employer. The obligations this general duty places on staff, students, employers, contractors and agencies will be clearly stated as appropriate

and the College's Student Charter will continue to record the standards of service that can be expected from the College.

C) Meeting the College's specific duties under the Act

In order to fulfil the College's new commitment under the Act, particular attention will be paid to new improved arrangements for the collection and monitoring of student and staff data as a basis for work on tackling discrimination as a key element of the College's updated Equal Opportunities Action Plan (now the Equality and Diversity Action Plan). Thus both the Human Resources and the Curriculum and Quality Committees will receive annual reports and the results of annual monitoring (including Equality and Diversity Impact Measures (EDIM's)) will be incorporated in the Corporation's Annual Report Statement. In-year consideration in relation to student matters will be the responsibility of the Academic Board and the Equal Opportunities Committee. The behaviour of staff and students will be expected to comply with the relevant College Codes of Conduct and Discipline and, through curriculum and development work over a period of time, positive attitudes to cultural diversity and the responsibilities of good citizenship will be promoted. The College's progress towards its Equal Opportunities Targets (now Equality and Diversity Targets) will be assessed annually and the overall Equal Opportunities Policy and Action Plan (now Equality and Diversity Policy and Action Plan) will be reviewed by relevant committees, the Academic Board and the Corporation on a biennial basis.