

EQUALITY & DIVERSITY POLICY

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1. Introduction

- 1.1 City of Portsmouth College is located in a diverse community and is wholly committed to ensuring equality of opportunity for all who learn and work here. We value and celebrate differences in age, disability gender, race, nationality, sexual orientation, religious belief and class and strive to ensure mutual respect throughout the college community.

We believe that all forms of prejudice and discrimination are unacceptable and will strive vigorously to tackle these and to remove conditions which place people at a disadvantage.

The College's Equality and Diversity policy demonstrates our commitment to the values of the Equality Act 2010 and the protected characteristics set out within it. It is the college's policy to offer people equality of opportunity regardless of:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Pregnancy or maternity leave
- Race including colour, nationality, ethnic or national origin.
- Religion or belief
- Sex
- Sexual orientation
- Disability

- 1.2 The Equality Policy is set within the context of the college's values, and we believe that every learner matters. We are committed to providing an inclusive learning environment, in which diversity is welcomed, valued and celebrated, so that all our learners fulfil their potential. We will continue to promote equality and diversity in all our activities, tackle discrimination, widen participation and increase social inclusion.
- 1.3 Our Equality and Diversity Policy sets out our commitment to providing outstanding teaching, support and services to the diverse communities we serve and for equipping our learners and staff with an understanding of equality and diversity issues and in particular an understanding of protected characteristics.
- 1.4 Our Equality Policy considers equal opportunities legislation and the developments within the sector; in particular:
- The Equal Pay Act 1970
 - The Sex Discrimination Act 1975
 - The Race Relations Act 1976
 - The Human Rights Act 1998
 - The Learning and Skills Act 2000
 - The Race Relations (Amendment) Act 2000
 - The Special Educational Needs and Disability Act 2014
 - The Equality Act 2006
 - The Equality Act 2010
 - Prevent Guidance 2015

2. Our Commitment

2.1 The college aims to:

- Actively promote equality and diversity within our policies, procedures, practices, plans and activities.
- Widen participation and increase access to education, training and employment.
- Recognise that equality of opportunity is not additional or marginal to our activities, but central to the efficiency and development of the institution as an employer and as a provider of education and training.
- Create a visibly diverse and inclusive institution which values and celebrates difference and enables all our students and apprentices to succeed.
- Promote good relations between individuals and between groups, ensuring that harassment and discrimination are not tolerated under any circumstances.
- Offer a distinctive and responsive curriculum that provides our learners with the knowledge, skills and understanding they need to fulfil themselves, to live in and contribute to a global society and to work in a competitive global economy.
- Provide teaching, learning and assessment methods, support and resources that meet the individual needs of learners.
- Work towards a staff profile that reflects and complements the diversity of the communities we serve.
- Ensure that staff understand the significance of equality and diversity and know how to implement these in their work.
- Ensure that procedures for challenging all forms of discrimination, harassment and unacceptable behaviour are widely promoted.
- Monitor and evaluate the impact of policies, procedures, practices and plans in relation to equality and diversity and act on equality gaps.
- Seek the fullest participation of staff, and learners in all areas of college life and act to address under representation.
- Comply with all general and specific duties set down by the public sector equality duty.

3. Monitoring

3.1 The college will conduct comprehensive and effective monitoring of its staff policies, procedures, plans and practices through the collection and analysis of data and other evidence to support a regular cycle of impact assessments.

4. Review

- 4.1 This Policy will be reviewed annually in accordance with legislative developments and in line with best practice.
- 4.2 As part of the review, the college will seek the views of stakeholders including learners, staff, employers, community groups and partners.