

Bolton Sixth Form College



Single Equality Scheme 2008

Background

Bolton Sixth Form College has a mission to offer high quality education, to strive to meet the individual needs of all students and to develop its students as young, responsible people. A major aim of the College is to reflect in its practices the multi-racial and multi-faith composition of the student body. The College also seeks to employ a workforce reflecting the diverse community at large and values the individual contributions of all staff.

College Mission and Values

To provide educational excellence which releases potential and promotes individual achievement in an environment where diversity is valued and students and staff are supported, challenged and encouraged to reach for their personal best in everything they do.

Purpose of the Single Equality Scheme

The idea behind the introduction of the Single Equality Scheme is to ensure continuity across the College and with other institutions by adopting a coherent and inclusive approach to promoting equality and diversity.

Equal Opportunities Policy

Bolton Sixth Form College has a range of comprehensive policies on areas of equality and diversity, covering disability, race and gender. However, as equality and diversity is at the heart of everything we do, we commit to go further and ensure we provide a service which is fully inclusive, eradicating discrimination and encouraging equality and diversity in every aspect of provision.

Legislative Context

There are three pieces of legislation central to the College Equality Scheme

- Equality Act 2006
- Disability Discrimination Act (DDA) 2005
- The Race Relations Amendment Act 2000 (RR(A)A)

These impose positive duties on all public bodies to promote disability, race and gender equality in everything we do and to remove discrimination. The College welcomes its duties in

employment with regard to age, sexuality and religion or belief as described in

- Employment Equality(Age) Regulations 2006
- Employment Equality Sexual Orientation) Regulations 2003
- Employment Equality Religion or Belief) Regulations 2003

We recognise that, together, these six strands define the Equality Scheme. We aim to apply the highest standards from each of the duties to all six equalities groups.

Responsibility for the Single Equality Scheme

The Single Equality Scheme will only succeed if there is a commitment at every level of the organisation. And so it is everyone's responsibility to ensure equality and diversity is promoted positively within the college.

Assistant Principal (Teaching and Learning)

The Assistant Principal with responsibility for Equality and Diversity is responsible for:

- Gathering monitoring information and reviewing progress towards the action plan
- Reviewing the Equality Impact Assessments and publishing the results
- Producing an annual Equality and Diversity Report for the Governing Body
- Plan and organise staff INSET on equality and diversity issues
- Attend national and local equality events
- Run the College's equality and diversity good practice website, www.diversitynetwork.org.uk

Equality & Diversity Officers

- Promote Equality and Diversity through assemblies and displays
- Conduct student and staff focus groups
- Promote awareness of European and Global issues
- Contribute to staff INSET on E&D issues
- Contribute to the production of the annual Equality and Diversity Review for the Governing Body

All staff are responsible for:

- Challenging inappropriate or discriminatory behaviour by students, work placement providers or outside contractors wherever it occurs
- Developing schemes of work, lesson content and resources which recognise and promote inclusion

Students, the Equal Opportunities Committee and DDA Committee

Students are responsible for:

- Acknowledging the college's values and behaving in a way which does not discriminate against another equality group either directly or indirectly
- The committee contribute towards promoting equality and diversity within the college and raising any related issues to senior staff

Complaints Procedure

If you are unhappy about any aspect of your experience at Bolton Sixth Form College and wish to make a complaint, the procedure is as follows.

Discuss the matter with your personal tutor who will be able to advise you as to what action you might take to address the problem yourself or with their help.

Should this not produce a satisfactory result, you may refer the matter to your Student Manager. They will undertake to deal with your concerns promptly.

If the matter remains unresolved, or if the complaint concerns a member of staff, in which case the previous stages would not have been used, you should contact the Head of Centre on the appropriate campus.

They will discuss the complaint with you. If it is decided to proceed with a formal complaint then they will:

- undertake to respond within 10 working days
- give details of the outcome in writing whether it has been rejected or supported

If the complaint is rejected then reasons will be given, if supported then a course of action will be offered.

If you remain dissatisfied with the response there is a right of appeal to the Principal. If you are still dissatisfied you may appeal to the Governing Corporation.

At all stages of the procedure notes will be taken to clarify issues and record any action to be taken. You will be kept informed of the progress of your complaint. Your concerns will be taken seriously and investigated fairly and objectively. As far as the investigation allows, your complaint will remain confidential.

Monitoring and Assessment of the SES

The Single Equality Scheme will be monitored annually and assessed as part of the Equal Opportunities Review. The action plan and searching targets will be up-dated on an annual basis.

A report to SMT will be used to inform practice and include data on staff and students by disability, gender, ethnicity and age and include reference to religion and sexual orientation where that information is available.

Race Equality

The Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000 – referred to here as the Act – places a general duty on public authorities to promote race equality. Under the new duty, and through all relevant functions, public authorities are required to have due regard to the need to:

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups.

Disability Equality

The Disability Discrimination Act 2005 - referred to here as the DDA 2005 – places a general duty on public authorities to promote disability equality. Under the new duty, and through all relevant functions, public authorities are required to have due regard to the need to:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the DDA
- eliminate harassment of disabled people that is related to their disabilities
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than others.

Gender

The Equality Act 2006 sets out a new positive duty on public bodies to promote gender equality. Under the new duty, and through all relevant functions, public authorities are required to have due regard to the need to:

- eliminate discrimination and harassment that is unlawful under the Sex Discrimination Act and discrimination that is unlawful under the

Equal Pay Act

- promote equality of opportunity between men and women.

The College welcomes these responsibilities, it's response to which is included in the following documents:

1. Equal opportunities policy
2. Race Equality Policy
3. Disability Equality Policy
4. Gender Equality policy
5. Student handbook; Staff handbook