

Public Sector Equality Duty Statement

The following explains our duties under the Equality Act of 2010 and how The Sixth Form College, Colchester will meet these.

The Equality Act 2010

The Act introduced the equality duty to harmonise all previous equality duties and extend it across the protected characteristics. This gives public sector organisations the obligation in the exercise of our functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.
- 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.
- Consult and involve those affected by inequality in the decisions the college takes to promote equality and eliminate discrimination -affected people could include parents, students, staff and members of the local community.

The College will work to promote equality of opportunity in all its work and will encourage and support the continuing development of a community 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
- there is mutual respect between groups based on understanding and valuing diversity and on shared respect for equality, human rights and the British values of democracy, the rule of law, individual liberty, mutual respect and tolerance (including of beliefs, religious or otherwise)
- promotes equality of opportunity so that students and staff thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique
- students are supported to learn in ways which suit them best

Aims

The College is aiming to achieve:

- confidence in the quality and fairness of its provision
- satisfaction among the College community
- awareness among students and staff of the importance of equality and diversity issues
- equality of educational opportunity
- narrowing of achievement gaps
- equality of opportunity in career development for all staff
- an environment which is free of prejudice, harassment and unlawful discrimination
- effective treatment of complaints
- a representative community of students, staff and Governors
- a College that consults and uses this information to improve its provision

Benefits

The College community gains multiple benefits from continuous progress on equality and diversity. These include:

- enabling greater awareness of possible issues before they arise and helping the College to develop better policies
- more informed decision making
- appropriate targeting of policies and resources
- improving educational provision and meeting varied needs
- greater openness in policy making
- increasing confidence in the College's provision
- eliminating incidents of discrimination
- improved morale, inclusion, satisfaction and productivity
- a population of students, staff and Governors that is representative of the local communities
- being recognised as an educational institution and employer of choice

Methods

The College will achieve its policy commitments by:

- embedding consideration of equality of opportunity and diversity into all aspects of its provision
- consulting members of the College and local communities
- providing opportunities and resources for students and staff to engage with equality and diversity related issues • assessing the impact of policies on diverse groups
- integrating equality and diversity awareness into its quality assurance procedures
- regularly monitoring and reviewing performance
- publicly reporting on achievements
- taking positive action where necessary
- providing training for all staff to raise awareness of legal responsibilities and to promote good practice
- providing equality of opportunity in career development for all staff
- continuing professional development, through which staff will meet their responsibilities relating to equality and diversity
- providing effective and trusted complaints procedures
- treating acts of discrimination as a disciplinary offence
- Publicising and communicating the College's work on equality and diversity, both internally and externally

Further details of how the college complies with the public sector equality duty and the steps that are being taking to ensure we are a diverse and inclusive college can be found in our, Equality and Diversity policy, EDI annual report and by reference to the college's Gender Pay Gap report, all of which are available on the college's website.

The EDI annual report also contains the college's equality objectives which are reviewed each year and updated on a three-year cycle.