

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.

This involves us:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act covers the nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage or civil partnership status

Details

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 EDI annual report, Equality and Diversity policy 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.