



EQUALITY, DIVERSITY & INCLUSION POLICY

Purpose of Policy

The purpose of this Equality, Diversity and Inclusion Policy is to state City College Coventry's commitment to providing equality of opportunity as defined in the College Single Equality Scheme.

Policy

The College will ensure that no person receives less favourable treatment on the grounds of a protected characteristic (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex/gender, sexual orientation), economic status, trade union or political belief.

No person will be discriminated against because of association with someone with a protected characteristic or through the perception that they may have a protected characteristic.

The College will ensure that no person is disadvantaged through indirect discrimination (i.e. the use of apparently neutral practice, provision or criterion which puts people with a protected characteristic at a disadvantage compared with those who do not share that characteristic) which cannot be shown to be objectively justifiable.

The College will fully comply with any legislative duties placed upon it; in particular it will ensure compliance with the Specific and General Duties of the Equality Act 2010.

Contribution to Achievement of the College's Mission

The College's Mission is *'Promoting Diversity, Raising the Standard, Taking Education Further'*. This Policy contributes to the Mission by underpinning our commitment to respect and promote diversity and to ensure that inclusive quality education encourages progression for all of our students. The College will continue to work to eliminate discrimination, victimisation and harassment, to advance equality of opportunity and to foster good relations.

Implementation

This policy relates to all current staff, students and trainees and to all those applying to be join the college whether as a member of staff or as a student. The policy will cover all aspects of the College's activities including outreach provision, outward collaborative partnerships, procurement and community partnerships. The College will deliver equality of opportunity by mainstreaming equality, diversity and inclusion in all aspects of its work. Best practice sharing initiatives will be encouraged throughout the College and in conjunction with our external providers, Work-Based Learning providers and the local community wherever possible. The College Equality Outcome Objectives together with, and informed by an evidence base, will be published on the College internet site. The College will report and publish, at least annually, a range of information relating to the make up of the workforce and service delivery.

Focus groups will be involved in order to monitor and impact-assess this policy and the Single Equality Scheme and to enable consultation and feedback that is specific to the focus of that group.

Monitoring and Impact Measurement

The Executive Management Group will be responsible for monitoring this policy through a regular review of the minutes of the Equality & Diversity Group. The Governors' Quality and Performance Committee will review relevant data with regard to the student population on an annual basis in accordance with the Implementation Procedures and annual action plan.

Focus groups will be involved in order to monitor policies regarding Equality, Diversity and Inclusion to enable consultation and feedback that is specific to the focus of that group.

The impact will be measured by the number of cases raised through the College's Human Resource Policy framework along with those referred to the Equality & Diversity Group for consideration and/or investigation and by feedback from service users or stakeholders. Comparative recruitment, retention, achievement, grievance and satisfaction survey statistics for staff and students will also be reviewed year on year to measure the impact of this policy. Reports will be made to the Quality & Performance Committee and to the Finance and Resources Committee of the Corporation.

Related Documents

The College Single Equality Scheme and related action plans.
The Overall Effectiveness Report
The College Improvement Plan
Self Assessment Reports

Publication of Policy

This policy will be made publicly available and will be provided to all members of staff and communicated widely to the student body via the Intranet and to the public via the College's website.

Policy Review Date	March 2015
Executive member responsible for implementation	Vice-Principal Communications, People & Development

Approval and Review History
• Approved by the Corporation on 26th March 2003 (Minute C13/03)
• Title reviewed and amended on 17th September 2003 (Minute C76/03)
• Reviewed and approved by the Corporation on 15th September 2004 (Minute C73/04)
• Reviewed and approved by the Corporation on 14th September 2005 (Minute C71/05)
• Reviewed and approved by the Corporation on 13th September 2006 (Minute C72/06)
• Reviewed and approved by the Corporation on 5th December 2007 (Minute C102/07)
• Reviewed and approved by the Principal (under delegated authority from the Corporation) at the Executive meeting of 23rd November 2009 (Minute X)
• Reviewed and approved by the Principal (under delegated authority from the Corporation) at the Executive meeting of 26th March 2012