

This area of the Easton College website is intended fully promote our belief in Equality and Diversity.

We aim to provide details about:

- What Equality and Diversity means
- The Colleges commitment to Equality and Diversity
- What the law says
- How well Easton College reflects the Norfolk community through the staff and student population
- Our action plans for continually improving upon our current position.

The college has a number of policies, statements and procedures that are there to support you. College policies can be obtained by contacting the HR Office (01603) 731303.

Definition of Equality and Diversity

Equality is the current term for 'Equal Opportunities'. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of group membership i.e. sex, race disability, sexual orientation, religion, belief, or age.

Diversity implies a wide range of conditions and characteristics. In terms of a college, the workforce and student population Diversity is about valuing and reaping the benefits of all individuals, enabling all to fulfil their own potential whatever their backgrounds. Diversity encompasses visible and non-visible individual differences. It can be seen in the makeup of groups of staff or students, in terms of gender, ethnic minorities, disabled people etc., about where those people are in terms of management positions, job opportunities, terms and conditions in the workplace, success and rates of achievement.

Diversity is about respecting individual differences, and people's differences can be many and varied:

- Race
- Culture
- National origin
- Region
- Gender
- Sexual Orientation
- Age
- Marital Status
- Politics
- Religion
- Ethnicity
- Disability
- Socio-economic differences
- Family structure
- Health
- Values
- And more

Embracing equality and diversity brings to the College a wide range of experience, ideas and creativity whilst giving the individual employee / student a feeling of being enabled to work / study to their full potential.

Combined together, equality and diversity drive the College to comply with anti-discrimination legislation as well as emphasising the positive benefits of diversity such as drawing on a wider pool of talent, positively motivating all employees / students and meeting the needs of a wider customer base.

Equality & Diversity Statement

Easton College is committed to creating an environment where there is mutual respect and equality of opportunity for all staff and students.

Easton College Single Equality Scheme

Easton College has researched, developed and consulted upon a Single Equality Scheme which demonstrates our commitment to equality and diversity for all individuals engaged in learning and working at the college.

Easton College's Single Equality Scheme sets out the College's approach to promoting equality across the full range of its activities. The scheme covers staff, students and other stakeholders and aims to ensure that all individuals have an equal opportunity to take part in all aspects of College life. Set within the context of the College's mission, values, objectives and strategies the scheme identifies how it links to, supports and is supported by them.

The Scheme outlines the involvement and consultation process with staff, students and stakeholders that has taken place for the development of this document.

The College will not tolerate any form of behaviour or activity that discriminates on the grounds of gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, ethnicity, disability, age and unrelated criminal convictions. The College will ensure that all members of the "College Community" are not unjustifiably disadvantaged with regard to College environmental / physical access, College publicity, marketing and admissions, student guidance, curriculum, assessment, discrimination and harassment.

The fundamental aim of equality legislation is to ensure that employees and job applicants do not suffer discrimination when seeking work or when in the workplace.

A copy of the College's Single Equality Scheme can be provided by calling the HR Manager on (01603) 731303

Legislation

The major legislation in the field of equality is:

- Equal Pay Act (1970)
- Sex Discrimination Act (1975)
- Race Relations Act (1976) Race Relations (Amendment) Act (2000) and Amendment Regulations (2003)
- Disability Discrimination Act (1995)
- Employment Equality (Religion or Belief) Regulations (2003)
- Employment Equality (Sexual Orientation) Regulations (2003)

Monitoring

Easton College has in place stringent measures to promote the equality of opportunity for all staff, students and visitors to our campus. The following reports have analysed the staff and student profile for the academic year of 2009-2010. This data has then be charted against the most current data available for the Norfolk area as a whole, Norfolk Insight 2007, and the Further Education Staff Information Return data (SIR) compiled during for the academic year 2008-2009.

What this data tells us:

The importance of a Gender balance.

The staff of Easton College is very evenly distributed between male and female employees. Easton College is very proud to offer opportunities to male and female employees to obtain employment; training; promotion and continuity of employment. The evenness of the gender split is far greater than the information provided in the SIR data, and equivalent to the Norfolk statistics.

Student data has highlighted a greater number of male students for the academic year 2009-2010. The College is keen to make every course accessible to both genders and to breakdown any stereotyping in the promotion and marketing of courses. Traditionally certain courses have been seen to be predominantly focused upon a certain gender, at Easton the Senior Management Team have prioritised the promotion of courses to both genders, to ensure for example, that female students enjoy sport as much as male students enjoy animal care. The College will also look to ensure both male and female staff role models are available across the whole College in every faculty.

To achieve this aim staff will undertake training in Equality and Diversity; taster sessions will be available to students; and promotional literature will encourage all applicants to apply for the cross-sectional range of courses available.

The College will maintain membership of the Women's Leadership Network and the Equality and Diversity network operated by the Association of Colleges in the Eastern Region.

Easton College Disability Commitment

Easton College is committed to ensuring that people with disabilities, including those with learning difficulties, can access, participate and succeed in their learning and employment. We will make all reasonable adjustments to ensure that disabled people are not substantially disadvantaged.

We ask that all applicants for courses or employment as well as visitors to the College make sure that we know what we can do to make reasonable adjustments to help you succeed.

The disability profile of the staff of Easton College, whilst not reflective of the student population, is much greater than the data obtained from the SIR. Easton College staff were surveyed during the 2009-2010 academic year to analyse current disability status, and more importantly to ensure all staff were aware of the College's commitment to guarantee support and the provision of reasonable adjustments to ensure employment success.

Due to the range of courses provided by the College, it can be anticipated that the disability statistics of the student population would be higher than the staff profile. To ensure the necessary understanding and support are in place to meet every student's individual needs staff are provided with Disability Awareness Training during the Staff Induction process. Ongoing training is provided to staff in relevant posts to ensure their knowledge and skills remain at the highest level possible. This allows the College to continually meet the needs of our students whilst providing an excellent teaching experience.

On a regular basis the College will assess accessibility of facilities and resources. If any issues are identified specific action plans will be created and appropriate action taken without any undue delay.

The College provides Additional Learning Support to students to ensure every opportunity to fulfill one's potential is achieved. Great emphasis is placed upon the achievement of all students, the College is particularly proud of attainment levels of students with a disability.

The achievement of staff with disabilities is monitored closely to ensure promotion and training opportunities are provided in accordance with the overall progression / training rates within the College. These statistics are reviewed on an annual basis by the Governing body.

All staff have access to occupational health support should such be appropriate.

The College is proud to be a member of Mindful Employer, an organization that supports employees with mental health issues.

Valuing Ethnicity

Easton College are passionate in their belief of the value of a multi cultural workforce and student population and to achieve the most diverse community possible within the College is a key priority.

When analysing the ethnicity data for staff and students it is very clear that the College has a higher proportion of White British employees / students than the National average as detailed in the SIR data. The College is confident that the local community is reflected within the College population and that all staff and student feel welcome and valued within the College.

The College will continue to promote opportunities to work and study within the College to the widest audience possible. The College will avoid stereotypical imagery and will encourage applicants from all ethnic backgrounds by ensuring advertising and marketing reaches all parts of the community; by training staff; and by promoting the values of diversity at every opportunity within the College.

Staff will be given training in Equality and Diversity to ensure a greater level of understanding of others cultures and values.

The College will ensure membership of the Network for Black Professionals group operated by the Association of Colleges in the Eastern Region.

Celebrations of ethnicity will be a regular feature of the College calendar including recognising festivals from around the world.