



EQUALITY AND DIVERSITY POLICY

Audience	Policy	Version Number and Month	Next Review Due	External Reference Points:
External (Website)	Equality and Diversity Policy	V5-Nov 2018	November 2019	The Equality Act 2010

In delivering and administering its programmes, the College strives to create an educational environment in which all students and staff are treated equally by one another and can work free of any form of discrimination.

Students are protected in all aspects of education including: recruitment and selection, teaching and assessment procedures.

AIMS

- Treating all people, whatever their background, with fairness, dignity and respect.
- Providing a positive learning and social environment for all students and staff.
- Eliminating all aspects of unlawful direct and indirect discrimination, intimidation, harassment and victimisation.
- Fostering good relations across the learning community and the community at large.
- Supporting staff in their understanding and application of equality, diversity and disability legislation.

POLICY

- The College seeks to take every step to ensure that no prospective student, applicant, student or member of staff is treated unfavourably on the grounds of race, colour, nationality, ethnic origin, gender, gender identity, marital status, family responsibilities, disability, age, sexuality, political or religious beliefs, social class or being an ex-offender.
- The College strongly believes in equal opportunities for everyone involved with the institution in order for students to gain the best from their education.
- The College actively seeks to tackle any form of harassment, bullying or intimidation through promoting an environment that champions the values of dignity for all.
- The College is committed to abiding by current legislation in discharging its duties in a fair and transparent manner.

REASONABLE ADJUSTMENTS

All students are offered learning opportunities that are equally accessible to them, by means of inclusive design wherever possible and by means of reasonable individual adjustments wherever necessary. Students with declared disabilities are contacted and invited to meet and discuss the additional support that the College can provide them.

Further information on this can be read in [Student Support and Reasonable Adjustments Policy](#)

EQUALITY ASSESSMENTS

Organisations that receive public funding are subject to the Public Sector Equality Duty. This requires them to show due regard to:

- eliminate unlawful discrimination, harassment and victimisation;



- promote equality of opportunity for under - represented groups;
- foster good relations between members of different groups.

London Churchill College is not currently subject to Public Sector Equality Duty, but has developed its own system for Equality Assessments that staff may use at their discretion. This provides the College with an opportunity to put its policy to the test, with the anticipation of fully conforming to the Public Sector Equality Duty at a later date.

Equality Assessments (EAs) are a systematic way of helping the College to improve the quality of its services, and to integrate equality. They can help to ensure that the College is a fully inclusive environment by removing the potential for discrimination and promoting equality of opportunity, inclusion and good relations.

Every substantial activity can be examined in relation to its impact on equality by completing an EA. This can be carried out and owned by the person responsible for the activity. It is recommended that they liaise with representatives of other parts of the College or even externally throughout the process.

The following are examples of documents and substantial activities within the College for which an EA could be completed:

- Revisions to policies and procedures
- New action plans and strategies
- Events and trips
- New programmes and modifications to current programmes
- New services or facilities

The completed EA Form should be submitted to the relevant Group, Committee and/or Board responsible for approving the document/activity (for example: an EA on a new Policy would go to Academic Board).

Any actions arising from the completed EA Form will be monitored by the Principal's Executive Group (PEG).

MONITORING AND ENHANCEMENT

The College seeks to review the Equality and Diversity Policy on an annual basis or sooner if required by either (a) new legislation and/or (b) the alignment with best sector practice. In such cases where changes have occurred the relevant update will be disseminated across the College.