



# Equalities Policy

<b>Status:</b>	Approved
<b>Date of version:</b>	April 2018
<b>Responsibility for Policy:</b>	Depute Principal & Chief Operating Officer
<b>Responsibility for implementation:</b>	Head of Equalities, Inclusion & Learning Services
<b>Responsibility for review:</b>	Head of Equalities, Inclusion & Learning Services
<b>Date for review:</b>	April 2021

## Equality for All

Forth Valley College is committed to the provision of equal opportunities in all aspects of College life. We welcome students and staff from all backgrounds and aim to provide equal services to all our students and staff. We constantly strive to advance equality, foster good relations and eliminate discrimination, harassment and victimisation of any kind. Discrimination includes that by association or perception and harassment includes third party harassment.

We will actively seek to advance equality of opportunity, foster good relations and eliminate discrimination, harassment and victimisation because of the protected characteristics of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and marriage & civil partnership.

## Background

This policy summarises Forth Valley College's commitment to have due regard to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity and
- foster good relations

This is required under the Equality Act 2010 and the Equality Act 2010 (specific duties) (Scotland) Regulations 2012.

The College Mission is ***Making Learning Work*** and equality is reflected throughout our Strategic Plan, particularly in our Vision and Values. Within our strategic theme of:

***instilling an energy and passion for our people, celebrating success and innovation***

one of our key objectives is to:

***Ensure all College activities reflect the key principles of equality and diversity to achieve an inclusive organisation***

## Key College requirements:

- Publish equality outcomes and progress towards achievement of these every 4 years
- Mainstream equality in all college functions and publish evidence of this
- Complete equalities impact assessment as and when required
- Publish employment data as and when required

- Undertake, equal pay audits and examine the gender pay gap when required
- Make reasonable adjustments for students and staff to meet individual need
- Ensure the College ethos of inclusion is promoted to staff and students via induction and ongoing training
- Promote college provision to diverse communities
- Meet the needs of all students by responding flexibly and placing students at the heart of delivery
- Ensure staff fully understand and demonstrate College values of equality, inclusion and respect
- Develop links with external community partnerships, local community planning partnerships and equalities groups to assist with the delivery of equality outcomes
- Develop mechanisms for involvement and consultation of equalities groups with the protected characteristics to inform policy and practice
- Ensure that any incidences of bullying, victimisation, and harassment including third party harassment or discrimination including discrimination by perception or association are dealt with using the appropriate procedures outlined in the Prevention of Harassment and Bullying Policy, the Student Discipline Procedure, Complaints Policy and the Hate Incident Monitoring process

The above will help FVC achieve the general and specific public sector duties in accordance with the Equality Act 2010 and the Equality Act 2010 (specific duties) (Scotland) Regulations 2012

## **Responsibilities & Monitoring**

Senior Management Team: the Depute Principal & Chief Operating Officer has overall responsibility for the strategic direction of equality work within Forth Valley College

Strategic Development Committee, Board of Management: regularly examines and discusses FVC equality data and information

Equalities & Inclusion Development Group: meets regularly to discuss and implement activities relating to specific equality work, as well as considering staff and student equality data

Head of Equalities, Inclusion & Learning Services: responsibility to ensure that this Policy is communicated and implemented to support the effectiveness of equality within FVC

Forth Valley College Student Association: as the main body representing students, responsible for participating in and contributing to equality and diversity work in FVC, including awareness raising, events and training

Individual staff: It is the responsibility of every member of staff to ensure that they follow and implement College policy in order to contribute to meeting the General Equality Duty. In particular, staff should:

- undertake equality, diversity and inclusion professional development as and when required
- advance diversity and equality of opportunity
- foster good relations
- take action, where appropriate, to eliminate discrimination, harassment and victimisation

All College users are responsible and accountable for implementing and adhering to this policy.

### **Associated information**

The following specifically outlines information which details our equality work:

Equality Outcome Plan 2017-21  
Equality Mainstreaming Report 2017  
Equal Pay Statement 2017

The following are relevant policies and procedures in promoting equality for all at FVC:

Prevention of Harassment and Bullying Policy  
Student Discipline Procedure  
Hate Incident Monitoring process  
Guide to Making a Complaint  
Complaint Form

### **Equalities Impact Assessment (EQIA)**

Any changes to, or reviews of, key College policies and practice should be carefully monitored and a full EQIA completed before any action taken.

An EQIA on this Policy has been completed. As it outlines our commitment to fully comply with equality legislation this Policy will not result in a negative or adverse impact on one or more groups in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or other protected characteristics.

We are interested to know of any possible or actual adverse impact that this Policy may have on any groups in respect of protected characteristics and we welcome feedback, please contact: [equality@forthvalley.ac.uk](mailto:equality@forthvalley.ac.uk)