



# Equalities Policy

**Status:** Under Review – for approval

**Date of version:** March 2025

**Responsibility for Policy:** Vice Principal – Learning and Student Experience

**Responsibility for implementation:** Head of Inclusion and Student Services

**Responsibility for review:** Head of Inclusion and Student Services

**Date for review:** March 2027

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, 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 purpose of our College is ***'to deliver excellence in education and skills that are transformational for our students and partners.'*** and our commitment to equality, diversity and inclusion is reflected throughout our Strategic Plan 2025-30 through our strategic aims of:

***We will deliver an excellent student experience for all learners  
We will focus on people, promoting equality, integrity and wellbeing***

We aim to achieve this,

***By providing the best environment that enhances students' experience  
By embedding equality, diversity and inclusion in all we do***

## Key College Requirements:

- Demonstrate commitment to fulfil its duties towards equality with publication of Equality Outcomes detailing equality focused projects and activities every 4 years
- Publish an Equalities Mainstreaming Report every 2 years detailing progress made towards achieving those equality outcomes
- Mainstream equality in all college functions and publish evidence of this
- Complete Equalities Impact Assessments as and when required
- Publish employment data as and when required
- Undertake equal pay audits and examine the gender pay gap as required
- Make reasonable adjustments for students and staff to meet individual needs
- 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 the following College values; *We Inspire, We Act with Integrity; We are Inclusive; We are Respectful.*
- 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 Vice Principal – Learning and Student Experience has overall responsibility for the strategic direction of equality work within Forth Valley College

**Leadership Management Team and Board of Management:** regularly examines and discusses FVC equality data and information to ensure progress is continual and targeted.

**Equality, Diversity and Inclusion Advisory Group:** meets regularly to discuss and implement activities relating to specific equality work, as well as considering staff and student equality data

**Head of Inclusion and Student 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 (available on the [Equality & Diversity page of the College website](#)):

Equality Outcomes Report 2021-2025

Mainstreaming Activity Report 2025

Evidence of Mainstreaming and Equality Outcomes 2021-2025

Rationale for Equality Outcomes 2025-2029

Equal Pay Audit 2025

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

[Complaints/Feedback Guide](#)

[Complaints/Feedback 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. The College will publish the results of all EQIAs where the policy or practice in question is being applied. Whether this is published externally e.g. College website, or internally via SharePoint will depend on the nature of the assessment and the sensitivity of the information included in the EQIA.

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 and marriage & civil partnership.

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)