

Stephenson College Equality Policy and Priorities 2013-16

Equality and Diversity Policy

Stephenson College will ensure that all College strategic priorities and objectives are delivered with due regard to eliminate discrimination, advance equality of opportunity and foster good relations so that the our workforce and teaching practices are provided in a fair and equitable way which respects and values difference and encourages diversity of opportunities to all.

In view of this the College will put systems in place to ensure that:-

- there is fair recruitment and selection of staff
- training, development and promotional opportunities are open to all staff
- course entry requirements are fair and inclusive
- learners or staff with disabilities have the same access to work and learning as non-disabled learners and staff
- there is a sensitive response to the religious needs of staff and learners
- concerns, complaints and grievances can be expressed and addressed without fear of reprisal
- data about engagement, performance, progression and attainment of learners and staff can be analysed by different protected characteristics to identify and address variation between different groups
- new and existing policies and procedures undergo equality analysis to determine whether there are any unintended consequences for some groups and whether the policies are fully effective for all target groups.

This will be done through the development and implementation of priorities outlined in our Equality & Diversity Action Plan in line with the Equality Framework for FE to enable the college to reach the 'achieving' level by the end of the academic year 2014 and the 'excelling' level by 2016.

The Equality & Diversity Action Plan is currently under review.