

### **SINGLE EQUALITY POLICY**

#### **Equality Statement**

Minsthorpe Community College values diversity, and is determined to ensure that everyone is treated fairly, with dignity and respect; where the opportunities we provide are open to all; and that we provide a safe, supportive and welcoming environment - for staff, students and visitors.

#### **Equality Impact Assessment (EIA)**

This policy has been assessed with regard to its impact on equalities issues, with specific reference to the aims of the Equality Act 2010. The equality impact assessment focused on race, gender, disability, pregnancy and maternity, age, sexual orientation, gender identity and religion/belief.

#### **EIA outcomes**

As a result of the Initial EIA, it was identified that the policy will require a full impact assessment and will be reviewed in due course by the Equality and Inclusion Consultation Group.

A Full Impact Assessment has been carried out and the policy and action plan adjusted accordingly.

Policy last reviewed:	Due for next review:	EIA:	Role Responsible:
Spring 2009	Spring 2012	January 2013	Vice Principals
Spring 2012	Spring 2015	Summer 2013	Vice Principals
Spring 2015	Spring 2016	Summer 2013	Associate and Vice Principals
Spring 2016	Spring 2017	Summer 2013	Associate and Vice Principals
Spring 2017	Spring 2018	Summer 2013	Vice Principals

## SINGLE EQUALITY POLICY

Minsthorpe Community College is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of age, disability/impairment, medical needs, ethnicity, colour, creed, nationality, national origin or status, culture, religion or belief, sex, sexual orientation, gender identity, marriage or civil partnership or pregnancy and maternity status. We oppose all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### **Our commitment:**

- To create an environment in which individual differences and the contributions of all our staff and students are recognised and valued.
- Every employee and student is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives.
- The policy will be monitored and reviewed annually.

## **Minsthorpe Community College Equality Aims 2015-18**

**The College has an Equality Action Plan 2015 – 18 with the following aims:**

### **1. To foster an accessible and inclusive working environment for all our staff, students and community users.**

To do this we will:

- Ensure all staff has the opportunity to undertake regular Equality Awareness training.
- Audit the SMSC curriculum to identify opportunities for all students to raise their awareness around the issue of equality.
- Ensure that our services are accessible and users' experiences and outcomes are positive.

### **2. To strengthen our Equality monitoring to ensure we identify and implement any improvement actions needed in relation to our employment policies and practices.**

To do this we will:

- Routinely record equality details from Recruitment Monitoring Forms to use this information to inform future recruitment strategies.
- Aim to increase the percentage return rates of internal equality monitoring questionnaires.
- Utilise information available to us from our MIS.

### **3. Continue to develop the work of our Equality and Inclusion working party to ensure that there is an active forum for equality issues.**

To do this we will:

- Continue to hold regular meetings with the group in order to keep abreast of the equality agenda.
- To actively involve members of the group in policy review and implementation.
- Routinely encourage new staff and students to become involved in the group.
- Ensure all staff and students are aware of named contacts who they can confidentially liaise with on equality issues

#### **Equality & Inclusion named contacts:**

**Mrs Cath Green**

**HR and Personnel Director**

**Mrs Rachael Merritt**

**Vice Principal, Pedagogy & Practice**

**Mr Mark Gilmore**

**Vice Principal, Achievement & Standards**