



## **EQUALITY ACT 2010**

### **Statement of Compliance**

#### **1. Introduction**

**Under the Equality Act 2010, St Vincent College recognises its statutory duty with regard to the key values of Equality (for all), Diversity and Inclusion. These values are reflected in the college Strategic Priorities and the college Equality Plan (2011-2014). The legal framework and obligations within which all public bodies are required to operate with due regard to the Equality Act 2010, are defined thus:**

#### **2. General Public Sector Duties**

**2.1 The college is subject to the public sector duty and the primary aim of this duty is to promote equality for all. These actions are recorded through:**

- The publishing of information in an accessible form for all to read
- The stating and showing of compliance with the Equality Duty;
- The setting and publishing of equality objectives;

**All are part of the specific duties required of public bodies.**

**2.2 It is mandatory that the college must consider "due regard" and is required to:**

- eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

**These can be described as the three aims of the Equality Duty**

**2.3 The college aims to encourage the growth and progression of equality and to foster good relations between those who share a protected characteristic and those who do not through the following actions:**

- identify, remove and/or minimise any disadvantages suffered by those sharing a relevant protected characteristic
- challenge prejudice and promote understanding between people from different groups of those who share a protected characteristic and those who do not
- encourage those who share a protected characteristic to engage fully in all activities related to public life where historically, there is a recognised and disproportionately low number.

### **3. Specific Public Sector Duties**

**3.1 The college has a commitment to comply with the legal requirements as outlined by the General Public Sector Equality Duty. This will include the publishing of relevant and appropriate information to demonstrate the college's compliance the Equality Duty and in line with the timescales set by this legislation. The published information will include the following:**

- the effect that policies and practices have on those identified as having a/some protected characteristic (s)
- analysis of equality measures that have been undertaken
- equality objectives
- details of engagement and service outcomes for people with different protected characteristics

**3.2 To comply with the stated duties, the college will:**

- undertake equality analysis on all policies, procedures and significant decisions made
- gather information in respect of all protected characteristics and manage related outcomes and issues
- identify equality objectives
- initiate wider contacts with the community and outside agencies for guidance and support related to equality and diversity