



## EQUALITY ACT 2010

### Statement of Compliance and Equality Objectives

#### 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 Single Equality Plan (2011-2014).

This documents provides the College's Statement of Compliance and equality objective related to our statutory duty. 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 our public duty under the** Equality Act 2010. This has three aims under the general duty for Schools and Colleges:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relationships 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. 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.

## **EQUALITIES INFORMATION AND OBJECTIVES**

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender confirmation, age, pregnancy and maternity, sex and sexual orientation, religion and belief, socio-economic and marriage and civil partnership)

This information should also be read in conjunction with our equality objective(s). In compiling this equality information, we have:

- Identified evidence of equality we already have within policies and practice and identified gaps.
- Examined how we engage with the protected groups, identifying where practice could be improve.

## **INFORMATION GATHERING PROCESSES**

The following sources were used to identify and confirm the proposed Equality Objectives:

- Recruitment and Selection data
- Staff and student profiles from 2012-2013
- Student surveys
- Staff forums and “think tanks”
- Curriculum team meetings
- Student conferences
- Student progression
- Work and study environment practices
- Learning support records
- ALS information
- Members of other decision making bodies (Senior Management Team, Governors, Community Teams, Care Services)
- Equality and Diversity Groups
- Student Union
- Unions

## **OTHER SOURCES OF INFORMATION**

Information has been gathered from National Organisations to support the College to ensure we are compliant with all of our statutory duties. These include:

- Equality and Human Rights Commission
- Federation of Racial Equality Council
- Stonewall
- Disability Rights Commission
- Mencap
- MIND
- Equal Opportunities Office
- Government Equalities Office

- Internal data re: application and enrolment data, student enrichment activities, course reviews.

**IDENTIFIED EQUALITY OBJECTIVES 2014-2017**

Following a review of the information we have gathered regarding equality of opportunity for all stakeholders the College has identified the following key objectives.

<b>Objective 1</b>	To ensure all areas of the college are accessible to students and staff with identified and known disabilities.
<b>Objective 2</b>	To identify curriculum areas with a significant gender imbalance and to actively promote equality of opportunity for all in those areas.
<b>Objective 3</b>	To work with colleges, schools and the internet industry to address issues with cyber-bullying and help create a safer environment online.
<b>Objective 4</b>	Encourage greater voluntary disclosure of disability from staff.
<b>Objective 5</b>	To address the under representation in the current workforce diversity profile.

Revised January 14

Approved by SMT on February 14