



University of the
Highlands and Islands
Argyll College

Oilthigh na Gàidhealtachd
agus nan Eilean
Colaiste Earra-Ghàidheil

Argyll College UHI EQUALITY AND DIVERSITY POLICY

Policy Number:	EDP1
Revision Number:	2
Date of issue:	December 2014
Status:	Final
Date of approval:	March 2015
Responsibility for policy:	Depute Principal
Responsibility for implementation:	Depute Principal
Responsibility for review:	Depute Principal
Date of last review:	December 2018
Date of last revision:	December 2018
Date of next review:	December 2021
Date of Equality impact assessment:	3 March 2017

Please ask if you, or someone you know, would like this document in a different format.

EQUALITY AND DIVERSITY POLICY

Contents

1	Purpose	3
2	Scope.....	3
3	Equality and Diversity Policy Statement.....	3
4	Disability Statement.....	4
5	Context.....	4
5.1	College Values.....	4
5.2	Definition of Equality and Diversity	4
5.3	Statutory Requirements.....	4
5.4	Additional Requirements	5
5.5	Promoting Race Equality and Tackling Discrimination	5
6	References	6

1 Purpose

The purpose of this Policy is to:

- provide a framework within which equal opportunities issues can be effectively managed;
- promote the value and benefits of social diversity within the College;
- support the development and continuous improvement of an inclusive approach to all College activities.

2 Scope

This Policy defines the framework through which equality of opportunity will be managed for all College staff, students, visitors and other stakeholders, including job applicants and potential students.

The terms of this Policy apply equally to all groups affected by College activities. It should be recognised, however, that statutory or organisational issues may require different approaches to ensure that equality of opportunity can be effectively offered.

3 Equality and Diversity Policy Statement

Argyll College UHI (College) is an equal opportunities organisation and will treat all individuals and groups in an inclusive, positive and non-discriminatory way. The College welcomes the positive ethos and culture created by the involvement of different social, ethnic, racial, cultural and other groups within College life, and actively promotes the value of diversity amongst student and staff groups.

The College will value and respect human rights, and the differences there are between people and promote opportunity for all, without discrimination on grounds of age, disability, ethnic origin or race, gender, marital status, sexual orientation, religion and belief and socio-economic background. This requires the promotion of practices both to overcome existing educational barriers and geographical isolation, and to provide opportunities which reflect the linguistic and cultural diversity of the College. By following these practices the College aims to improve access to employment and training opportunities

The Depute Principal with responsibility for Human Resources and the Student Services Manager actively monitor the composition, development, treatment and advancement of students and staff, and are, with all other staff, committed to identifying and implementing improvement actions to ensure

that equality of opportunity is maintained, improved and offered to all.

4 Disability Statement

The College is committed to taking all reasonable steps to anticipate and meet the needs of staff, students, applicants, visitors and others with disabilities using College facilities and/or services. The College will ensure - so far as practicable - that all necessary adjustments are made to ensure that all sections of our community can benefit from the full range of services we provide.

5 Context

5.1 College Values

Whilst the population and operating context within the College area is predominantly white and Scottish, the College recognises that inclusion, equality of opportunity, and social/cultural diversity should form an integral part of the core operating ethos of all activities undertaken by, and within the control of, the College. Our strategic plan highlights our commitment to an inclusive experience and all staff will ensure that this ethos is evident in the behaviours, policies and procedures adopted for students, staff and other stakeholders.

5.2 Definition of Equality and Diversity

Equality and diversity of operation is defined as a fully inclusive approach, whereby each individual is treated solely on their individual merits, and the differences between individuals are recognised and positively encouraged.

The College is committed to providing the highest possible standard of quality across all elements of the services it provides, and is committed to continuously improving these services and the quality of provision. It is clear to the College that quality and equality are intrinsically linked, and that the achievement of equality of provision and the recognition and promotion of diversity is critical to the achievement of our quality agenda.

5.3 Statutory Requirements

The College actively supports and will take as a minimum standard all statutory requirements in the provision of learning and other services and in the recruitment, employment and management of staff.

5.4 Additional Requirements

In addition to statutory requirements, relevant staff will ensure that all learners, staff, job/course applicants, visitors and other stakeholders are not discriminated against on the basis of age, political belief, socio-economic background, or parental status.

In addition to the above criteria, the Senior Management Team and Student Services Manager will ensure that the development and delivery of curriculum and associated services specifically take account of, and ensure inclusion of, those suffering educational and labour market disadvantage such as may arise through poverty, unemployment, rurality or other socially excluding factors.

5.5 Promoting Race Equality and Tackling Discrimination

As part of our general responsibilities as a public body, the College has a statutory duty within the employment and services it offers to:

- eliminate racial discrimination
- promote equality of opportunity
- promote good race relations.

These general duties are extended by the following specific duties detailed through the terms of the Race Relations Amendment Act 2000.

- To prepare and operate a race equality policy.
- To assess the impact of existing and proposed policies on race relations.
- To undertake ethnic monitoring of the employment and services it offers, and publish the results of this monitoring.
- To provide staff with training on the requirements of the legislation. To mainstream race equality within the employment and services offered by the College

The terms of this policy, and the related procedures and guidance and action plans are designed to ensure that these general and specific duties are fully met across all of the activities and functions operated by the College.

The College will actively promote the availability of course and career opportunities across all groups within our community, and will promote through training, the benefit all students and staff can gain from working and studying within a culturally diverse environment. The College will deal effectively with any issues of discrimination through the terms of the relevant staff or student discipline policy and procedures.

6 References

This policy will operate in conjunction with and be supported by the following.

- Procedures and guidelines to promote equality and diversity.
- Statutory and legal provision governing equal opportunities issues.
This includes the following main elements of equality legislation:
 - Equalities Act 2010
 - Equal Pay Act 1970
 - Sex Discrimination Act 1975
 - Race Relations Act 1976
 - Disability Discrimination Act 1995
 - Protection Against Harassment Act 1997
 - Race Relations Amendment Act 2000
 - Employment Equality (Religion and Belief) Regulations 2003
 - Employment Equality (Sexual Orientation) Regulations 2003

Information and advice regarding statutory and legal equal opportunities requirements applicable to employment matters and service provision may be sought by contacting the Depute Principal with responsibility for Human Resources or the Head of Student Services.

- Staff Discipline Policy and procedure. Staff Grievance Policy and Procedure. Student Discipline Policy and Procedure.
- Customer Complaints and Compliments Procedure. Equality and Diversity Action Plan.
- Information on College Services for Disabled Students.
- Self-Evaluation Standards and Team Evaluation and Operational Plans.
- Bullying and Harassment Policy and Procedures.