



POLICY

1 Title

Equality, Diversity and Inclusiveness.

2 Purpose

To meet the requirements of current legislation and to ensure that there is no discrimination against any person or group taking part in the activities of the College.

3 Scope

This policy will apply to the North Highland College Board of Management, College staff, students, and other clients.

4 Responsibility

- 4.1 The Assistant Principal (Support for Learners) has responsibility for advising on policy, keeping up-to-date with relevant legislation and practice, and monitoring College activities.
- 4.2 It is the responsibility of all staff and students to take a positive role in implementing College Policy.
- 4.3 This policy will be reviewed every 3 years or if changes to legislation impact upon the policy.

5 Policy

5.1 Objectives

The North Highland College believes that access to education and training is a right for all. The College will actively work towards offering equality of opportunity to all. The College believes that there is a duty for everyone associated with the College and all its activities to play their part in ensuring equality of opportunity. Positive steps will be taken to ensure that no forms of discrimination occur. Anyone who considers that he or she has been unfairly discriminated against, by, or within The North Highland College, shall have a right to raise a complaint through established procedures.



The college is committed to providing all college users under eighteen with a safe, supportive environment within which they can prosper and that protects them from harm, abuse and exploitation.

The college is equally committed to providing staff with an environment in which they can work together to encourage and develop an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

5.1.1 Admissions

College admissions systems will be non-discriminatory in terms of sex, marital status, age, disability, religion, nationality, ethnic origin or sexual orientation.

5.1.2 Support for Learners

All students will have an entitlement to appropriate learner support and will be informed in writing of this entitlement and how to access it.

5.1.3 Physical Access to College Campuses

The Assistant Principal (Support for Learners) and the Facilities Manager will review, on an annual basis, physical access to and within the College, to ensure continued compliance with legislative requirements.

5.1.4 Students with Additional Support Requirements

The College will encourage the integration of students with additional support requirements. As part of a wider commitment to equal opportunities generally, the College confirms its commitment to promoting and improving opportunities for students and staff with additional needs. The College is working towards ensuring that students and staff, with additional needs, realise their potential and therefore endorses good practice with regard to improving access to and progress within the College. This policy applies to any present or potential student or member of staff who has additional needs arising from a disability, for example, through sensory or physical impairment, medical or mental health conditions or specific learning difficulties.

5.1.5 Equality of Opportunity in Accessing the Curriculum



The College will provide opportunities for flexible and online learning opportunities.

5.1.6 Financial Support for Students (EMA's/ Bursaries, Hardship & Childcare Funds)

The systems for application for financial support will be non-discriminatory in terms of sex, marital status, age, disability, religion, nationality, ethnic origin or sexual orientation. Decisions for the granting of the support will be made according to the relevant guidance received annually from the Funding Council.

5.1.7 Staff Recruitment

Recruitment for all staff positions in the College will be carried out in the full spirit of its Equality and Inclusive principles.

5.1.8 Publicity, Marketing and Curriculum Materials

All publicity and marketing materials will be designed to be free from bias. This will apply equally to all devised curriculum materials used to support the learning & teaching process.

5.1.9 Harassment

The College affirms that harassment in any form is wholly unacceptable and will ensure that College students and employees enjoy an environment within which the dignity of all individuals is respected. Harassment will be regarded very seriously and may be grounds for disciplinary action which may include expulsion or dismissal.

5.2.0 Child Protection

The college is committed to providing all college users under eighteen with a safe, supportive environment within which they can prosper and that protects them from harm, abuse and exploitation.

6 Definitions

6.1 Sexual Harassment

The College defines sexual harassment as any sexual attention which is unwanted and unreciprocated and which is offensive to the recipient, causes discomfort or humiliation or creates an environment which is threatening, hostile or intimidating.



The following are examples of actions which the College will regard as sexual harassment:

- Sexual assault.
- Uninvited, unnecessary and unwelcome physical contact, patting or touching.
- Uninvited or unwelcome sexually suggestive remarks regarding the sexual orientation or preference of an individual.
- Comprising invitations or presents.
- Indecent exposure.
- Sexual graffiti or displays of pornographic or degrading material in the College environment, including pornographic displays on computer screens.
- Comments implying that a person's ability is impaired by gender or sexual orientation.
- Unwanted demands for sexual encounters.
- Incitement to any of the above.

6.2 **Racial Harassment**

The College defines racial harassment as any expression of racial hatred.

The following are examples of actions which the College will regard as racial harassment:

- Verbal abuse.
- Jokes about supposed racial or cultural characteristics.
- Enforced segregation or isolation on the basis of racial difference.
- Physical assault or threatening behaviour.
- Comments or actions implying that a person's ability is impaired by racial characteristics.
- Display of racist posters, graffiti, flags, bunting and emblems.
- Incitement to any of the above.

7 **References**

The Equal Pay Act 1970, 1975 and Amendment 1984

Employment Act 1989, 2000

The Sex Discrimination Act 1975, Amendment 1982

The Race Relations Act 1976

The Special Educational Needs and Disability Act 2001

The Race Relations (Amendment) Act 2002

Employment Equality (Age) Regulations 2006

The Equality Act 2006

Human Rights Act 1998

The Gender Recognition Act 2004

The NHC Protecting Young People & Safeguarding Staff Policy



The NHC Staff Recruitment & Retention Policy

8 Appendices

None.

Date First Approved by Board of Management	August 2005
Last Review	August 2008
Proposed Review Date	August 2010
Responsibility	Assistant Principal

