

Our Policy & Procedure

To ensure individuals are treated fairly the College has a comprehensive Single Equality Scheme which takes account of provisions within the law. The action plan attached to the Single Equality Scheme is regularly monitored by the Equality & Diversity committee.

The College's policies and procedures are in the staff handbook and on the Virtual Learning Environment (VLE). If you cannot find what you are looking for then please ask a member of staff who will be happy to help.

What does it mean for you?

As a learner, member of staff or visitor to Adult Education College Bexley you should feel you are in a safe, welcoming and respectful environment.

If you have comments or queries, please contact: Fiona Playford or Glenda Jackson.

Other formats

If you would like this information in another format please contact our Learner Support Manager.

The leaflet is also available on our Virtual Learning Environment (VLE) and website: www.adultedbexley.org



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Adult Education
College Bexley



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Equality & Diversity



Information
for Learners
& Staff



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This leaflet is an introduction to Equality & Diversity at Adult Education College Bexley. We are committed to promoting and developing equality in every aspect of the College's activities.

We seek to ensure that everyone attending or working for the College should be given the opportunity to fulfill their potential, having equal access and choice. This means that everyone is encouraged to participate and feel that their contribution is valued. The following information outlines how we will make this happen and what it means for you.



What does Equality & Diversity mean?

Equality & Diversity are extremely important in today's complex and diverse society. We need to ensure that people are treated fairly, enjoy life and perform at their best.

What do the terms Equality & Diversity mean? Let's look at the definitions:

Equality means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

Diversity is a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

Equality & Diversity are important to ensure that people are treated fairly.

What does Equality & Diversity mean at Adult Education College Bexley?

We believe that all staff and learners should be treated as the individuals they are, with different needs regardless of age, gender (including pregnancy & maternity), gender reassignment, sexual orientation & civil partnerships, race, religion or disability. We want to ensure that no-one faces barriers to reaching their full potential as a result of personal characteristics and that we are all valued because of our differences.

Equality & Diversity is about taking steps to ensure that this vision becomes a reality.

Who is responsible for Equality & Diversity?

Absolutely everyone who enters our College environment. Learners, staff, examiners, contractors or visitors to the College – everyone is responsible for adhering to our commitment to Equality & Diversity at all times.

Discrimination

Discrimination happens when someone is directly or indirectly treated unfairly because of a protected characteristic. The nine protected characteristics are:

- ◆ Age
- ◆ Disability
- ◆ Gender
- ◆ Gender reassignment
- ◆ Marriage and civil partnership
- ◆ Pregnancy and maternity
- ◆ Race
- ◆ Religion or beliefs
- ◆ Sexual orientation



Different forms of discrimination

Direct discrimination happens when a person is treated unfairly or less favourably than another person because of a protected characteristic.

Indirect discrimination happens when a condition or requirement that is applied equally puts a person with a protected characteristic at a disadvantage.

Dual discrimination happens when a person is treated unfairly because of two of the protected characteristics: The Equality Act 2010 made dual discrimination against the law.

How will we promote and develop equality at the College?

- ◆ We will embrace a positive attitude towards the promotion of Equality & Diversity.
- ◆ We will strive to create a safe and inclusive environment, where discrimination, harassment or bullying in any form are not accepted.
- ◆ We will work hard to ensure that the diverse needs of individuals are catered for.
- ◆ We will aim to reflect diversity in our staff and learner recruitment.
- ◆ We recognise and welcome that the College must comply with relevant statutory provision.
- ◆ Our Equality & Diversity committee will regularly monitor our performance.

Legislation

The Equality Act 2010 brought together existing equality laws and made them stronger. From 2011 there is also a **Single Public Sector Equality Duty** which covers the protected characteristics. It means that public bodies, such as government departments, councils, hospitals and schools have a statutory duty to protect people from discrimination and unfair treatment.

