



# EQUALITY AND DIVERSITY POLICY

**College Policy No**      **PT06**

**Approved by**                      **Vice Principal (Student Services  
& Operations)**

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# EQUALITY AND DIVERSITY POLICY – No PT06



Prepared by:	People Team	Approved By:	Vice Principal (Student Services & Operations)
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## 1 PURPOSE

The purpose of this Policy is to:

- provide a framework within which equality of opportunity can be managed effectively;
- promote the value and benefits of equality and diversity within the College;
- support the development and enhancement of an inclusive approach to all College activities; and
- ensure that the College meets the terms of the Equality Act 2010 and related requirements.

This policy and related procedures and guidance have been agreed following consultation with College trade union representatives and the Students' Association and will not be amended without further consultation taking place.

## 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 in respect of the following protected characteristics:

- Sex
- Disability
- Race
- Religion and belief
- Sexual orientation
- Age
- Marriage and civil partnership status
- Pregnancy and maternity
- Gender reassignment

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

## 3 POLICY STATEMENT

Dundee and Angus College is an inclusive 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 individual differences and contributions of students, staff and others and actively promotes the value of diversity amongst all groups within our community.

The College will take active account of equal opportunity issues whenever policy, planning, resource and activity decisions are made. The College has a legal obligation to provide a study and work environment which delivers equality and this policy aims to ensure that this is achieved.

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## 4 GENERAL AND SPECIFIC DUTIES

As a significant public institution serving our regional community and employing large numbers of staff, the College is covered by the General and Specific Equality Duties contained in the Equality Act 2010. This Act requires that the College pay due regard to the need to meet the three 'aims' of the General Equality Duty and comply with the supporting Specific Equality Duties as outlined below.

### General Equality Duty

The General Equality Duty requires the College to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between persons who share a protected characteristic and those who do not share it; and
- foster good relations between persons who share a protected characteristic and those who do not share it.

### Specific Equality Duties

The general duties are extended by a range of specific duties detailed by the Scottish Government under the terms of the Equality Act 2010 and require the College to:

- publish equality outcomes based on evidence and involvement of equality groups;
- report on mainstreaming and actions to embed equality and diversity into the day to day systems and practices of the College;
- impact assess College policies and practices, informed by evidence;
- gather and publish employment data; and
- embed equality arrangements within public procurement considerations.

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

## 5 PROCEDURES, GUIDANCE AND MONITORING

To support achievement of the outcomes intended by this policy, a range of procedural arrangements and guidance are available in respect of service provision and employment arrangements (See [Procedure PTSP06](#)). These documents also outline how the terms of this policy will be monitored and outcomes reported on in accordance with our responsibilities under the specific duties.

## 6 REFERENCES

- The Equality Act 2010
- The Health and Safety at Work Act 1974
- The Protection from Harassment Act 1997
- College [Disciplinary Policy](#) and [Procedure](#)
- College [Dignity at Work Policy](#) and [Procedure](#)
- [Student Behaviour Management Policy](#) and [Procedure](#)
- Customer Complaints and Compliments Procedure
- Impact Assessments and Equalities monitoring Data Report
- Information on College Services for Disabled Students
- Self-Evaluation Standards and Team Evaluation and Operational Plans