

Equality and diversity statement

Intentions

The College aims to provide a culture of inclusion, in which all individuals are encouraged to participate, and are treated on the basis of their abilities.

The College aims to provide an environment that is free from prejudice, bullying, harassment and unlawful discrimination.

Individuals are treated with dignity and respect.

The College will take action to challenge inappropriate behaviour and discriminatory practice.

The College recognises that different people have different needs and that people have multiple-identities and multiple-needs.

The College will ensure that constitutional and governance requirements or other demands do not create a hierarchy between different aspects of equality and diversity.

College staff and associates will be provided with the knowledge and skills they need to understand and meet their equality and diversity responsibilities.

Principles

The following principles guide our equality and diversity work:

The College values diversity, recognising that different perspectives on ideas, opinions, histories, knowledge and culture are a source of strength to the community.

We do not discriminate based on a person's age; disability; family circumstance; gender; political opinion; race, colour, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background, or other distinctions.

We recognise that patterns of inequality in society are also reflected in the College and that under-representation needs to be challenged through legitimate positive action.

The College respects the rights of individuals to hold their own views and values, but will not allow these to be manifested in a way that intimidates or humiliates, or is hostile or degrading to others.

A successful equality and diversity strategy requires the active support of the entire College. Commitment, involvement and good practice is therefore encouraged and expected from the entire community in the support of this statement.