

Suffolk New College Single Equality Scheme 2022 – 2025

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| Policy Title | Single Equality Scheme |
| Author | Vice Principal |
| Approved by | Senior Management Team Corporation |
| Last reviewed date | 10/22 |
| Review date | October 2027 |
| Reviewed | Annually |

Related Policies and Procedures

Equity Impact Assessment Tool

Number of Policy Items Equity Check

| | | Yes No | Comments |
|---|--|--------|----------|
| 1 | Does the policy unduly affect one group? | | |

1. Introduction

Suffolk New College is committed to ensuring that all of our learners, staff and community experience a fair, open and equal environment. The College is passionate about not only meeting the statutory requirements but to also embed equality and diversity into all aspects of College life.

- 1.1 Equality and diversity and a commitment to **inclusion are embedded into the College's Strategic Plan and values:**

Our values – **'Valuing and respecting differences and views of others, promoting diversity.'**

One of the College's Strategic Aims is

Ensure a diverse, safe, inclusive and welcoming environment, seeking involvement with staff, **learners and the college's community.**

Promote health and wellbeing, adapt to global pandemics.

- 1.2 This Single Equality Scheme brings together our commitments to equality and diversity and our

Human Rights Act 1998

The Human Rights Act came into force in October 2000 and obliges public authorities to treat people in accordance with their rights under the European Convention of Human Rights.

2.2 The aim of this Single Equality Scheme is twofold:

To develop further measures and actions that focus on the need to eliminate discrimination and promote equality for all those who share protected characteristics of age, disability, gender, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sexual orientation.

To promote equality so that our approach goes beyond compliance with legislation and remains embedded in our culture.

3. Our Vision

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- 4.3 This Scheme will be published on the College website and intranet. Targets associated with this scheme and its objectives for each year, will be displayed prominently throughout all areas of the College, including social spaces and teaching and learning areas.
- 4.4 This Scheme relates to all members of the College, including employees, learners, contractors, and visitors as appropriate.
- 4.5 We will address unequal experiences for all who share protected characteristics:

- Gender reassignment
- Age
- Disability
- Race
- Religion or Belief
- Sexual Orientation
- Sex
- Pregnancy/Maternity
- Marriage and Civil Partnership

We will also be mindful of our actions in relation to socio economic factors.

Opportunities are provided for learners to raise concerns via their course representative/student ambassadors ~~system, personal tutor, 'stop it' button on the Virtual Learning Environment, surveys~~ or complaints system. Employer and parents' views are received via surveys and strong relationships enable prompt reporting of concerns. Our on-going work with employers and learners, particularly apprenticeships, in the workforce will ensure we respond effectively to all and support the drive to develop both industry and the skills of its workforce. T

Equal employment rights of part time workers
Maternity leave, parental leave
Right to request part time work after maternity leave

7.3 Our Intended Impact

Learner recruitment which actively encourages them to access careers of their choice regardless of traditional gender under representation

Suffolk New College delivers educational experience for 16-19 and adult learners. However, government funding agencies clearly differentiate between the needs of provision and support for different age groups. Barriers to access for adult learners have been minimised as much as possible through effective usage of hardship and bursary funding, but support with fee costs has been limited. The College will continue to maximise opportunities available

Restrictions to mobility
Mental ill-health
Long-term debilitating illness

Suffolk New College has a significant number of learners with a learning difficulty or a disability. This matched by consistently high success rates and high levels of learner satisfaction and engagement with activity across the College. The College has maintained comprehensive data on the disabilities of learners collected through the enrolment process and has had a planned response to their needs. Although opportunities area available for staff to declare disabilities we feel that some may choose not to do so. We will continue to encourage staff to disclose by increasing the opportunities they have to do so and to respond more effectively to their needs. We will work to dismantle any barriers to career progression and self-fulfilment for both staff and learners.

10.3 Our Intended Impact

We will:

Through training and awareness raising campaigns support staff and learners to feel **confident to disclose any disability or learning difficulty, particularly 'hidden' disability** issues, such as mental health and development disorders

Continue to celebrate the success of those learners who have overcome disadvantage to succeed in our College

Focus support to ensure retention, success and satisfaction remain high for learners and staff with disabilities or learning difficulties

Facilitate learner representation and feedback

Monitor the impact of our success in improving the conditions and success of disabled staff and learners within the College

Where appropriate, enhance learners' **ability to live independently** by reducing their dependency on additional learning support

Reasonable adjustments will be conducted for both staff and learners where needed

11. Sexual Orientation

11.1 Our Pledge

Suffolk New College celebrates the diversity of its staff and learners and welcomes people of any sexual orientation. We adopt a zero tolerance stance to homophobia and actively challenges homophobia when it arises. The College will be a place where the lesbian, gay, bisexual, LGBTQ+, trans, non-binary plus community is visible, valued and its contribution to the College and wider world is recognised. We will consult our staff, learners and partners to ensure that the services and support we provide meet the needs of all staff and learners. Our approach is to offer staff and learners the opportunity to disclose their sexuality if they wish to, and create an environment where people can feel free and safe to disclose. Stonewall estimates 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2020, an

14. Marriage and Civil Partnerships

14.1 Our Pledge

Suffolk New College celebrates the diversity of its staff and learners and welcomes people of any marital status, whether single, married or in a civil partnership. We will consult our staff, learners and partners to ensure that the services and support we provide meet the needs of all staff and learners.

14.2 Our Context

15.3 Our Intended Impact