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**Policy Title:** Single Equality Policy

**Policy Ref:** AP/5RO/SP101

**Approved By:** Jane Murray

**Responsible Person:** Iain Glendinning

**Date last reviewed:** 01/09/2024

**Date of next review:** 26/08/2026

**Approval date:** 25/08/2022

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### **1. Statement of Intent**

The purpose of this policy is to champion equality of opportunity for all staff, learners, customers, employers and stakeholders and to actively promote diversity throughout college life, in addition to meeting our legal requirements.

### **2. Introduction**

This policy covers all nine protected Characteristics named in the Equality Act (2010). These characteristics are: age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion and religious belief; sex; sexual orientation.

It will also cover the College legal responsibility under: -

The Small Business, Enterprise and Employment Act 2015

The Children & Families Act 2014

The Age Discrimination Act 2006 (ADA) prohibits discrimination in employment, education, and the provision of goods, facilities and services and in the disposal or management of premises on the grounds of age.

The Employment (Religion or Belief) Regulations 2003 outlaws' discrimination in employment and vocation training on the grounds of religion or belief.

The Sex Discrimination Act 1975, and the Amendments The Equality Act 2006, The Equal Pay Act 1970, the European Equal treatment Directive (75/207) and other relevant legislation place general and specific duties on Further and Higher Education Institutions, as outlined in the College Single equality Scheme. These ensure there will be no discrimination against staff (or students where appropriate) either directly or indirectly on grounds of sex, or marital or facility status.

The Employment Equality (Sexual Orientation) Regulations 2003 outlaws' discrimination in employment and vocational training on the grounds of sexual orientation.

The Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000, places a specific duty on further and higher education institutions to prepare a written statement of their policy for promoting race equality

### 3. Scope

All aspects of college provision and activities, to both internal and external customers, are covered by this Single Equality Policy.

### 4. Policy

Lakes College aims to support all individuals to unlock their potential in an environment which understands, values and celebrates differences and to help avoid instances of discrimination or prejudice.

The college acknowledges its duty not to discriminate on any of the nine protected characteristics, as defined in the Equality Act 2010, of age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion and religious belief; sex; sexual orientation, in any aspect of its *provision, policies or procedures*.

The college is committed to creating a culture of empowerment to meet the diverse needs of the community it serves, and to challenge and address any incidents of inappropriate behaviour. Through our adopted college values of **Ready Respectful Potential**, we will collectively deliver our commitment.

### 5. Strategies

The College will publish an Equality Diversity & Inclusion Strategy and action plan relating to the nine protected characteristics defined by the Equality Act.

The Equality Diversity & Inclusion Strategy underpins this policy and demonstrates how the College will positively respond to equality and diversity requirements.

It will be defined by its principles of:

- Embedding the promotion of Equality, Diversity and Inclusive practice in Teaching, Learning & Assessment
- Celebration of an Equality and Diversity agenda in college life
- Robust review of learner performance and participation, identifying emerging achievement gaps by key Equality and Diversity indicators.

## **6. Staff Development**

A programme of ongoing staff development activities supports this process and ensure that staff do not make assumptions based on gender, ethnicity, race, disability, sexual orientation, gender reassignment, pregnancy or maternity, religion or belief or age.

## **7. Responsibility**

The Governing Body has a responsibility to approve this policy and to consider its effectiveness.

The college executive team is responsible for ensuring that equality is continuously promoted and comprehensively implemented in all aspects of the college's operations.

The Human Resources Manager is responsible for the implementation of all aspects of the College's Single Equality Policy relating to the employment of staff.

The Vice Principal is responsible for the implementation of all aspects of the College Single Equality Policy relating to learners.

All Lakes College staff are responsible for promoting equality and diversity, and for ensuring equality in their individual department, and any other contracts they engage in.

## **8. Relevant policies**

- Bullying and harassment – Learners
- Multi-faith and contemplation room procedure
- Anti-harassment and bullying policy – staff
- Sexual harassment policy
- Paternity maternity support leave and pay policy
- Harassment procedure for staff
- Adoption pay and conditions procedure
- Disciplinary procedure for staff
- Sickness absence management procedure
- Recruitment procedure

## **9. Appendices**

Appendix 1: Equality Diversity & Inclusion Strategy 2024-2027

Appendix 2: [Full Equality Impact Assessment Form](#)

Appendix 3: Initial Equality Impact Assessment Form

CONTROLLED DOCUMENT

### Initial Screening for Equality Impact Assessment (including Safeguarding)

To be completed prior to a Policy or Procedure being introduced and at each review.

Name of Policy/Procedure:	
Is this a new or existing policy/procedure? <input type="checkbox"/> New <input type="checkbox"/> Existing	
1. To ensure that the policy / procedure complies with the Equality Act 2010, which of the listed categories could be impacted by the policy / procedure?  (The categories follow the College Single Equality Policy, and the impact could be positive or negative.)  <input type="checkbox"/> Age <input type="checkbox"/> Compliance with Children & Families Act 2014 <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Race/ethnicity <input type="checkbox"/> Gender Re-Assignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Socio-Economic <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion/Belief <input type="checkbox"/> All of the above <input type="checkbox"/> None of the above expected	
2. What are the risks of introducing this policy / procedure change to any of the above groups?	
3. What are the expected benefits of introducing this policy / change to any of the above groups?	
4. Are there any areas or issues that could impact on the safety of staff or learners?	
5. What evidence do you have for your responses to questions 2, 3 and 4? (e.g. evidence could be provided to counteract identified risks and, therefore, a full screening would not be required)	
6. What is the level of risk for the policy / procedure?	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
7. Is a Full Screening Impact Assessment required?	<input type="checkbox"/> Yes (complete the box below) <input type="checkbox"/> No
What are the recommendations from Equality Impact Assessment?	
Date of Review:	
Reviewer's Name:	
Reviewer's Job title:	