

Equality and Diversity Policy

Introduction

Pharez College has Equality & Diversity at the heart of everything it does and we aim to ensure that all our students achieve their potential through our commitment to the continued promotion of equal opportunities.

During induction and tutorials, all students are made aware of our Equality & Diversity policy to help them understand what the key facts are.

Pharez College is committed to equality of opportunity. The aim is to create an environment in which people treat one other with mutual respect, regardless of: age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender, gender identity, transgender, sexual orientation, trade union activity or unrelated criminal convictions.

The college is committed to creating and sustaining a positive and supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. As a provider of education and employment, we value the diversity of our students and staff. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff, and this is reflected in the core values of the College:

Diversity - We view the diversity of our students and staff as a great asset.

Equity - We believe in the equitable treatment of all.

The College's Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for a College-wide integrated approach to equality and diversity.

Commitment to equality and diversity

Pharez College believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the life of the College.

To this end, the College acknowledges the following basic rights for all members and prospective members of its community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

These rights carry with them responsibilities and the College requires all members of the community to recognise these rights and to act in accordance with them in all dealings with fellow members of the College. In addition, the College will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Responsibility

The Management has overall responsibility for ensuring that it complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The College's Principal, in consultation with the Directors, is responsible for developing policy and practice on behalf of the College and for advising staff in order to support compliance with equality legislation.

The College recognises that all of its staff and students have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Dealing with discrimination

The College is committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.