

MEETING	Resources committee	DATE:	13th October 2020
ITEM No: 16	Equality and Diversity Annual Report 2019/20		
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Oldham College

Introduction

Oldham College is proud of its diverse community of staff, students and visitors. We are committed to creating a positive environment where everybody is treated with dignity and respect. Every year the College reports key information to support monitoring and drive continual improvement, not just to meet our statutory reporting requirements.

Our Commitment to Equality and Diversity

Oldham College is committed to making sure the education and facilities we provide gives equitable access to all, and that they reduce the barriers and disadvantages for all students and staff in particular vulnerable groups.

At Oldham College we work with students and staff to build a culture in which we treat everyone with fairness, respect, equality and dignity and respect their autonomy.

We ensure that our HR policies are fair and transparent.

We regularly review complaints to identify whether discrimination has taken place (including violent discrimination or hate crime) we have a procedure in place to record and report discrimination through our Governance structures.

This report shows our commitment to promoting equality and reducing education inequalities, and sets out how we have fulfilled our responsibilities arising from the Equality Act 2010, both to our students and as an employer.

The Legal Context

The information contained in this report also provides evidence that the College has arrangements in place to ensure that we adhere to the Equality Act 2010. Oldham College believes in inclusivity regardless of any legal duty. However, there is a legal framework to follow and our compliance with this framework is one of the ways our students and staff can hold us to account.

The Equality Act includes specific requirements for public bodies to consider all individuals when carrying out their day-to-day work – in shaping policy, delivering services and in relation to our own staff. As a college, we should also increase our understanding of the ways different people could be affected by our activities. This

helps make sure that all our policies and facilities are appropriate and accessible for all.

The associated Public Sector Equality Duty specifically requires institutions to have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who do and do not share a protected characteristic.
- Fostering good relations between people who share and those who do not share a protected characteristic.

Content of the Report

The Annual Equality and Diversity Monitoring Report sets out information to evidence how the College has demonstrated its stated equality and diversity aims and objectives and highlights new challenges. The report identifies future areas for development and demonstrates our approach to inclusion.

The report is divided into two sections:

Section 1 reports on data and analysis for staff. Appendix 1 sets out the level of achievement against the 2018/19 action plan. The proposed staff action plan for 2019/20 is set out in Appendix 2.

Section 2 reports on data and analysis for students. Note achievement data for 2019/20 is yet to be finalised and therefore is presented as draft.

SECTION ONE – STAFF

2.1 Equality Data

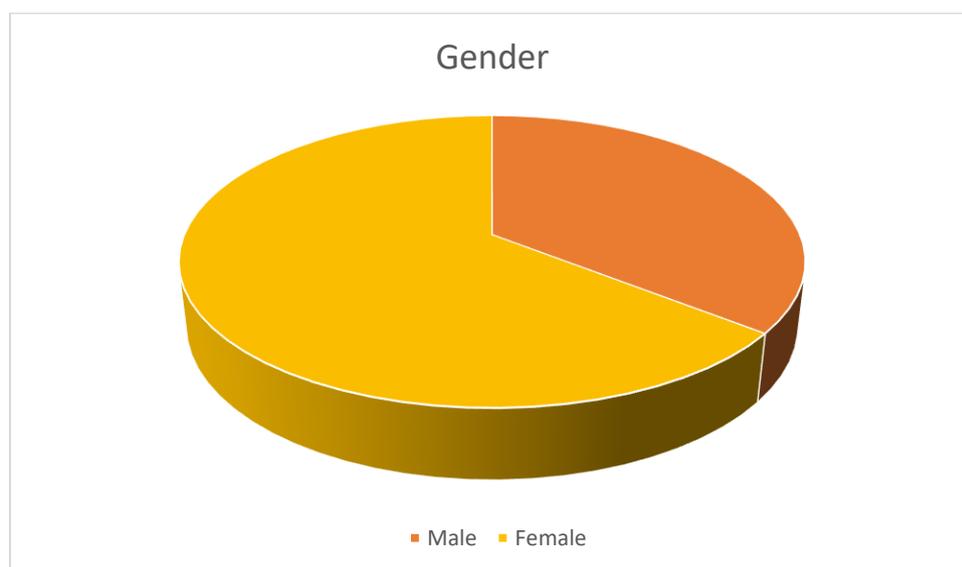
This section of the report provides staff equality monitoring data with observations in respect of staff in post as at 4th September 2020. At this date Oldham College, including UCO employed a total of 460 staff. Staff data is profiled by the protected characteristics of gender, ethnicity, disability and age.

In previous years we have been able to provide sector data for benchmarking purposes. Unfortunately the DfE wound up its contract with the Education and Training Foundation (ETF) to provide the Staff Individual Record (SIR) service in 2019 and there is currently no alternative benchmarking service available to the FE sector. The DfE is developing its own workforce survey which will be discretionary for 2020/21 and mandatory in 2021/22.

2.1.1 Gender

Oldham College employs a greater percentage of female staff than male.

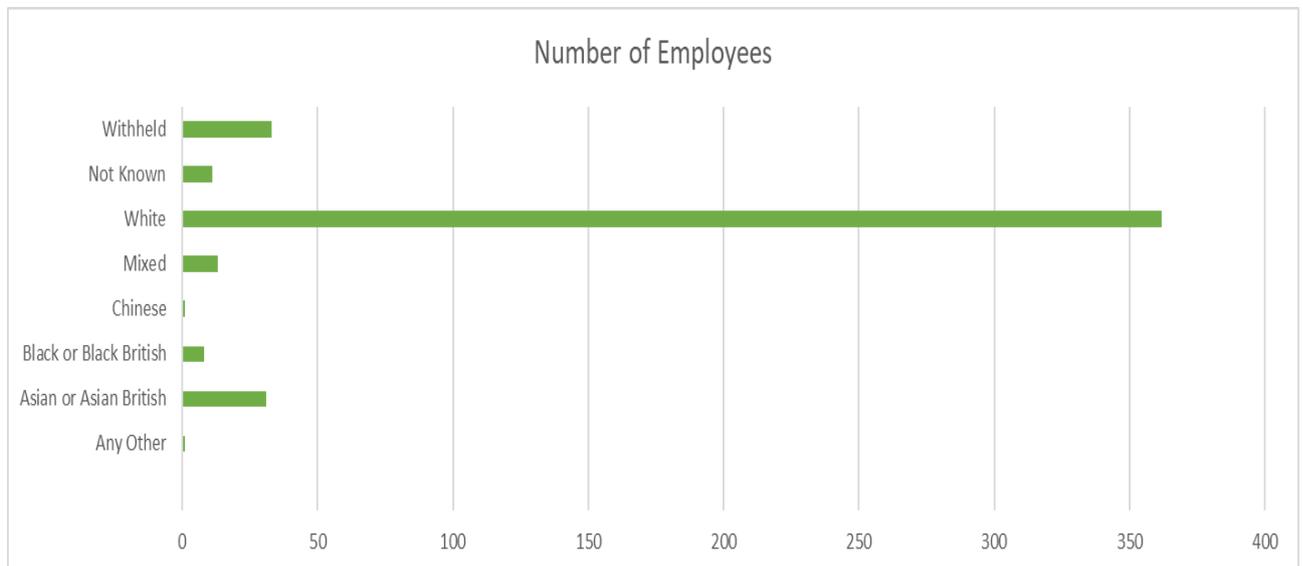
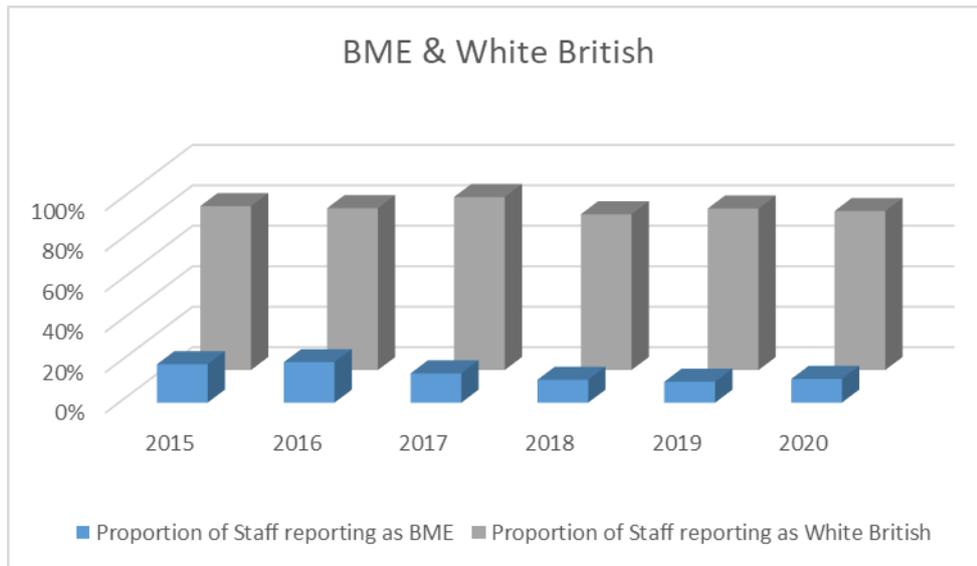
GENDER	2018/19		2019/20	
Male	191	38.40%	164	35.65%
Female	307	61.60%	296	64.35%



Oldham College's gender split is the same as for the sector nationally. The demographics of the FE college workforce nationally have not changed substantially since the Staff Individual Record (SIR) for 2013-14. Nationally the workforce remains predominantly female: 61% of all staff were female in 2017-18 (last available figures), up slightly from 60% in 2013-14.

2.1.2 Ethnicity

	2015	2016	2017	2018	2019	2020
Proportion of Staff reporting as BME	19%	20%	14.50%	11.31%	10.40%	11.73%
Proportion of Staff reporting as White British	81%	80%	85.50%	77.00%	79.80%	64.35%



Ethnic Origin	Number of Employees
Any Other	1
Asian or Asian British	31
Black or Black British	8
Chinese	1
Mixed	13
White	362

Not Known	11
Withheld	33
Total	460

The population of Oldham borough is predominantly white (77.5%), with Pakistani heritage (10.1%) and Bangladeshi heritage (7.3%) as the largest minorities. Oldham has a higher proportion (22.5%) of non-white residents than Greater Manchester (16.3%) or England (14.3%). This value has increased significantly from 13.9% in 2001.

The ethnic composition of Oldham changed considerably between the 2001 and the 2011 censuses. The proportion of the population from white backgrounds decreased from 86.2% to 77.5%. Meanwhile, the South Asian population continued to grow, with residents of Pakistani heritage increasing from 6.3% to 10.1%, and residents of Bangladeshi heritage increasing from 4.5% to 7.3%. These communities primarily live in the wards surrounding the town centre – typically the most deprived areas in Oldham. The Pakistani community is concentrated in Werneth and St Mary’s and, more recently, has spread into Alexandra, Medlock Vale and Waterhead. The Bangladeshi community is centred upon Coldhurst but has similarly expanded into neighbouring Chadderton North and Werneth.

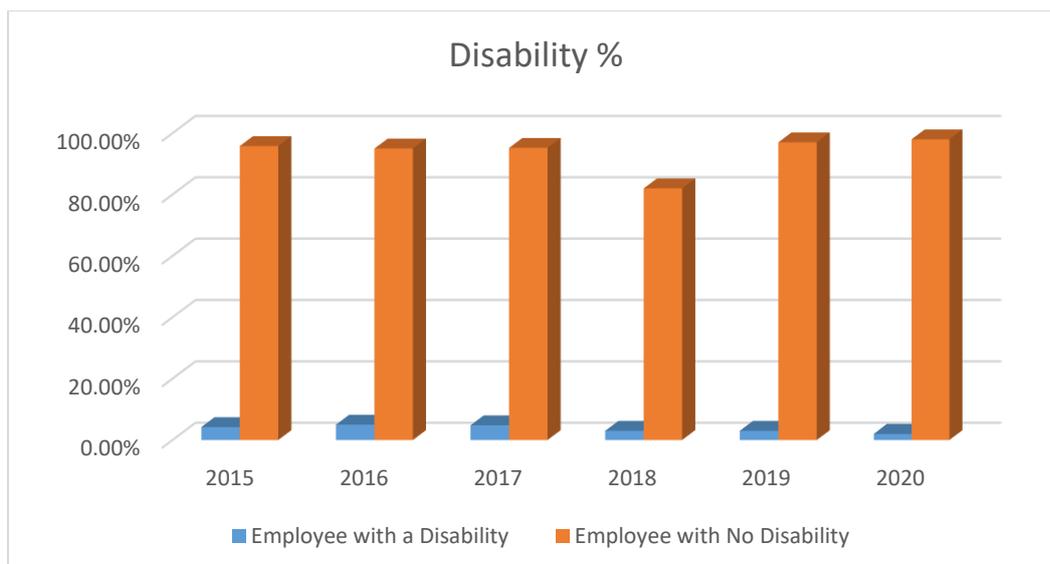
Oldham College’s staff population is predominantly White British 76.3%. Nationally the average is 84% and this is the same proportion as in 2013-14.

Just over half of Oldham College’s staff population reside in the Oldham area.

Whilst the non-white population of Oldham has increased, the percentage of non-white staff at the College had decreased in the previous three years, this year there has been a slight increase of 1.33% on last year taking the figure to 11.73%.

The staff profile does not reflect the College’s student profile and actions to increase the number of non-white employees are included in the Equality and Diversity Action Plan (Appendix 2).

2.1.3 Disability



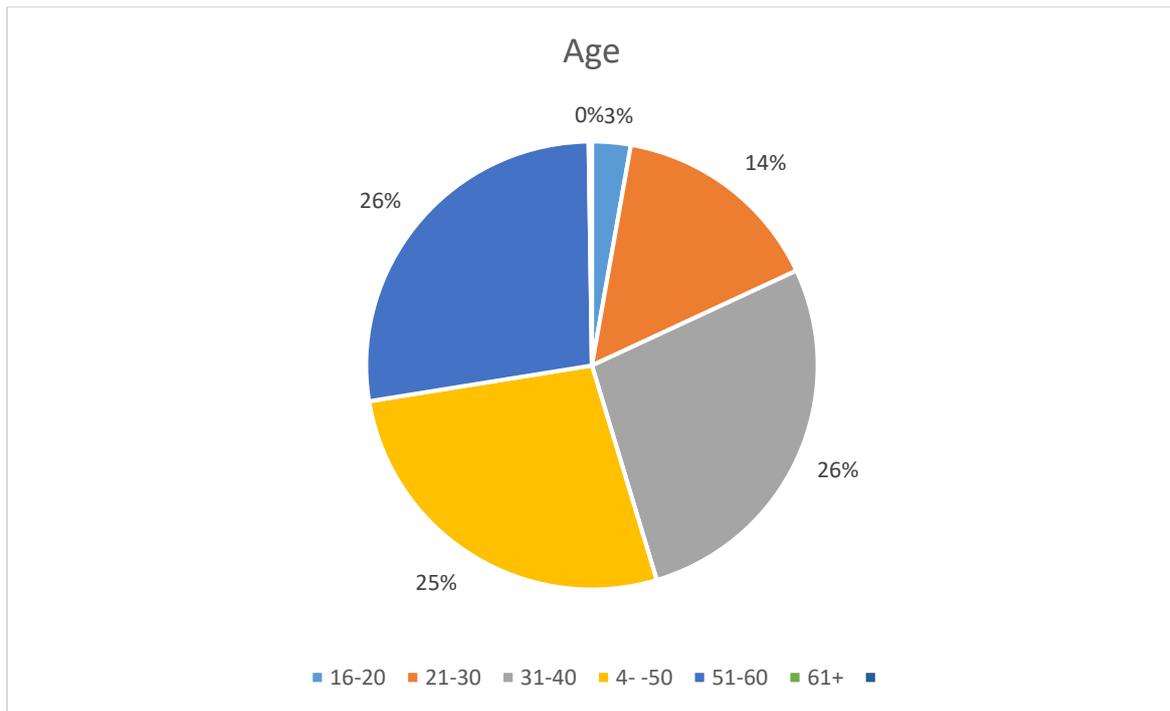
	2015	2016	2017	2018	2019	2020
Employee with a Disability	4.20%	5%	4.80%	3.00%	3.00%	2.00%
Employee with no recorded Disability	95.80%	95%	95.20%	82.00%	97.00%	98%

Previously the College’s Equality Monitoring form did not have the ‘prefer not to say’ option for disability. There is a possibility that there are staff who have stated ‘No’ who might have a disability but prefer not to disclose. The new iTrent system provides the further option of ‘prefer not to say’ and so in future years we will be able to monitor how many people have chosen not to disclose.

2.1.4 Age

The majority of the College’s workforce (77%) are aged between 31-60. The distribution between the three age sub groups of 31-40, 41-50 and 51-60 is now evenly spread. There has been a slight increase in the number of staff in the 31-40 and 41-50 age groups to flatten the curve. Last year the largest group was the 50-59 age bracket (27%) which had increased by 2% on the previous year.

Gender	< 21	21 to 30	31 to 40	41 to 50	51 to 60	> 60	Total
Male	2	27	30	39	56	10	164
Female	10	39	88	78	62	19	296
Total	12	66	118	117	118	29	460



2.2 Staff Equality and Diversity Objectives 2018-2023

2.2.1 The College's equality objectives for 2018-2023 to support our strategic plan which were agreed in 2018 are:

- To encourage diversity and eliminate unfair treatment and discrimination (policies, procedures and training)
- Ensure staff have a supportive, safe and harassment –free environment, with family –friendly and flexible working policies that value and respect each other's contributions
- Ensure that all staff will be considered solely on their merits for career development and promotion with equal opportunities for all
- Ensure that all Oldham College and UCO colleagues treat each other with dignity and respect
- Ensure that fairness and inclusion are embedded into our day to day business

2.2.2 A People Strategy has been developed to support the College in its achievement of its strategic goals. The People strategy sets out four priorities:

1. Developing a culture of high performance
2. Enabling the College to recruit and retain the best employees

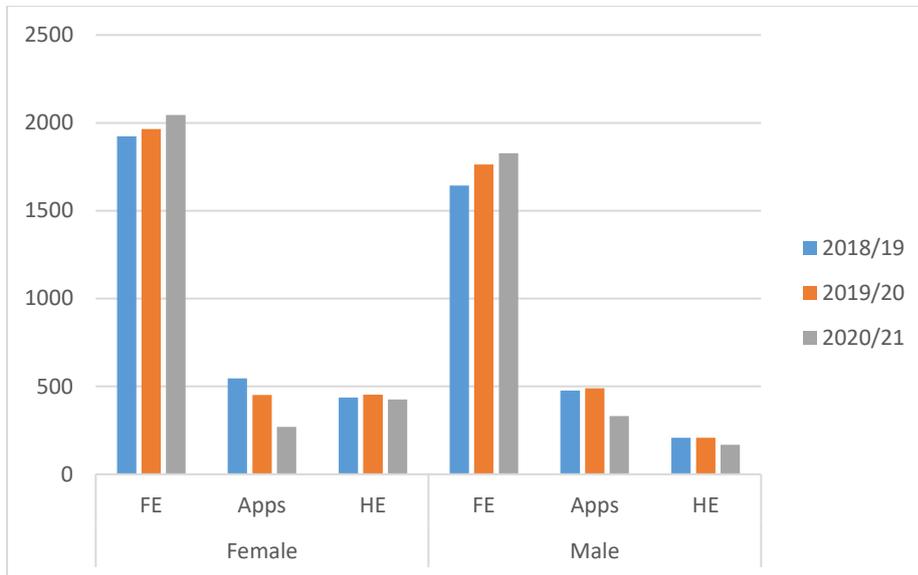
3. Developing a Reward strategy that is fair and transparent and supports the College to recruit and retain the best employees and encourage high performance
4. Ensuring that the College is a great place to work where there is trust, integrity, two-way commitment and communication between the College and its staff.

2.2.3 An annual plan with specific actions to address the equality objectives was introduced last year. Good progress has been made against the plan, despite the major disruption caused by the global pandemic. Appendix 1 sets out the detail of the extent to which each action has been achieved. Actions that have not been achieved and are still relevant have been carried forward to the proposed action plan for 2020/21 set out at Appendix 2

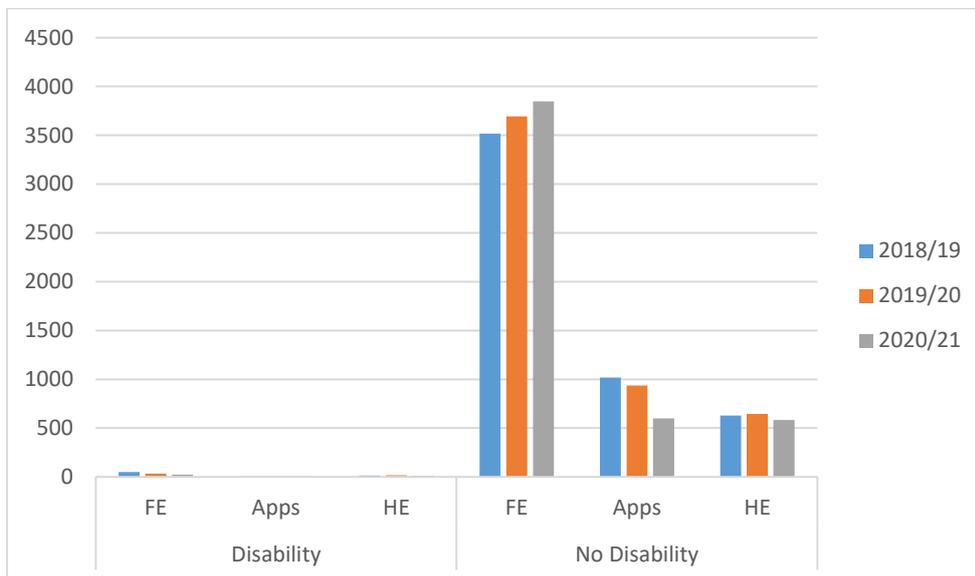
SECTION 2

Section 2 reports on data and analysis for students. Note achievement data for 2019/20 is yet to be finalised and therefore is presented as draft.

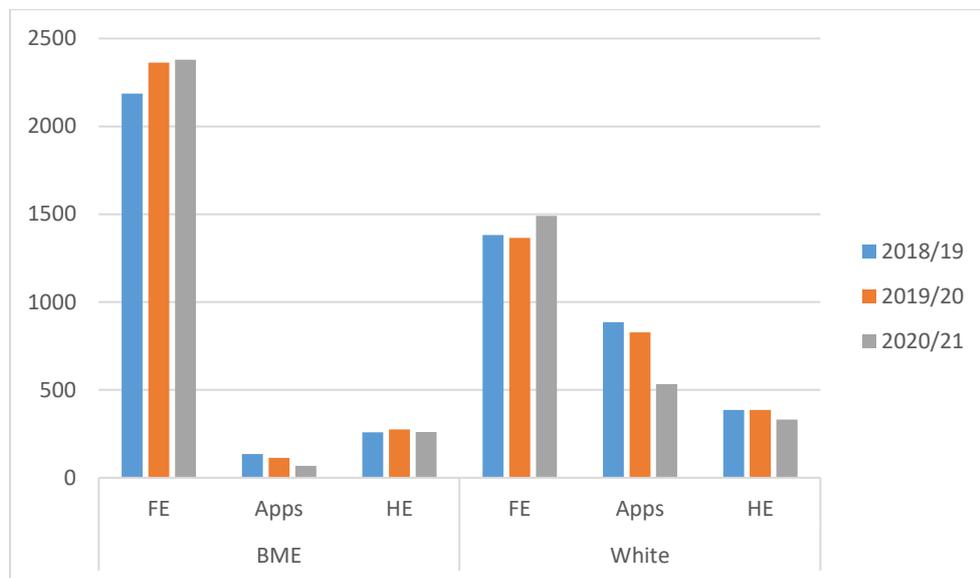
Gender



Disability



Ethnicity



All Learners	2016/17	2017/18	2018/19	2019/20
BME	43%	45%	48%	50%
White	57%	55%	52%	50%
Grand Total	100%	100%	100%	100%

All Learners	2016/17	2017/18	2018/19	2019/20
Disadvantaged	61%	61%	60%	69%
No Disadvantage	39%	39%	40%	31%
Grand Total	100%	100%	100%	100%

Student Applications Classroom

	Applications (received in)		Offers (made in)		% of Offers
	2018/19	2019/20	2018/19	2019/20	2019/20
Bangladeshi	203	232	180	217	16%
Black African	46	49	33	30	2%
Black Caribbean	6	6	6	4	0%
Black Other	17	23	12	20	1%
Chinese	3	3	3	2	0%
Indian	3	4	3	3	0%
Other	106	113	79	84	6%
Other Asian	25	29	24	18	1%
Pakistani	228	255	191	214	16%
White	745	858	595	745	56%
Grand Total	1,382	1,572	1,126	1,337	100%

Applications Apprenticeship

	Applications (received in)		Offers (made in)		% of Offers
	2018/19	2019/20	2019/20	2019/20	2019/20
Bangladeshi	63	54	45	13	8%
Black African	18	20	5	2	1%
Black Caribbean	2		1		0%
Black Other	6	2	5		0%
Indian	2	3	1		0%
Other	53	33	32	7	4%
Other Asian	6	6	1	4	3%
Pakistani	85	53	49	14	9%
White	921	430	596	116	74%
Grand Total	1,156	601	735	156	100%

Applications UCO

	Applications (received in)		Offers (made in)		% of Offers
	2018/19	2019/20	2019/20	2019/20	2019/20
Bangladeshi	66	48	54	45	13%
Black African	38	18	32	13	4%
Black Caribbean	4	1	4	1	0%
Black Other	5	3	4	3	1%
Chinese	2		2		0%
Indian		1		1	0%
Other	23	20	17	18	5%
Other Asian	8	3	5	2	1%
Pakistani	74	71	64	65	18%
White	295	214	267	204	58%
Grand Total	515	379	449	352	100%

Disadvantaged Learners

- The % of learners from disadvantaged postcodes is has increased from a 3 year static 60% to 69% in 2019/20. 16-18 achievement of learners from a disadvantaged postcode is +1% compared to those not from disadvantaged postcodes.
- 16-18 year old learners who receive Free School Meals have achieved at a slightly higher rate than those that have not, currently at a 3% differential.
- There is currently a positive 3% differential for Learners in Care in this age range.
- This differential is even greater for the Adult AEB cohort at +6%.

Prior Attainment

The majority of full time learners enter with low prior achievement, only 12% enter with the equivalent of 5 good GCSE's, despite this 31% of learners are studying at L3 or above, and college achievement rates are at or above the national rate.

At Risk on Entry

A quarter of 16-18 learners are identified as being at risk on entry (AROE) by their school because of attendance and/or behaviour issues, a significant number have not been in full time main stream education for several years. Although we are closing the gap in terms of both retention and achievement, the AROE achievement in 2019/20 is 6% lower than the overall college position.

Participation - UCO	Oldham	UCO
White	77.5%	56%
BAME	22.5%	44%
Pakistani	10.1%	17%
Bangladeshi	7.3%	12%
Indian	0,7%	0%
Black (African/Caribbean)	1.2%	8%
Mixed	1.8%	2%
Other Ethnic groups	1.4%	5%

Student Retention and Achievement EDIMs

Classroom based provision

	Retention		Achieved		KPI +/-
	2018/19	2019/20	2018/19	2019/20	
All Ages	94%	94%	87%	Data not yet final	
BME	96%	95%	88%		
White	92%	92%	86%		
Disability	96%	95%	87%		
No Disability	94%	93%	87%		
Female	94%	94%	87%		
Male	95%	94%	87%		
High Needs	87%	92%	79%		
Not High Needs	95%	94%	87%		

Apprenticeship Achievement EDIMs

There is little differential in the achievement of learners in apprenticeship, last year male achievement was lower than female, this year it is higher, the strong performance in construction is the main reason behind this change.

	Overall (Actual End Year)					
	2016/17		2017/18		2018/19	
	Leavers	Achieved	Leavers	Achieved	Leavers	Achieved
All Apprenticeships	64	70%	70	64%	43	74%
BME	573	73%	435	73%	343	75%
White	319	76%	293	72%	212	74%
Female	318	71%	212	71%	174	77%

Male	52	73%	99	77%	84	81%
has difficulty/disability	582	74%	404	70%	302	74%
no difficulty/disability	64	70%	70	64%	43	74%

UCO Pass Rate EDIMS

	Overall (Actual End Year)					
	2017/18		2018/19		2019/20	
	Leavers	Achieved	Leavers	Achieved	Leavers	Achieved
All HE	369	98%	333	91%	391	90%
BME	169	98%	147	95%	157	90%
White	200	99%	186	89%	234	90%
Female	269	99%	221	92%	257	91%
Male	100	98%	112	91%	134	89%
has difficulty/disability	74	97%	79	88%	127	91%
no difficulty/disability	295	99%	254	92%	264	90%

Destinations Data

The progression leavers into employment or HE is consistent across all learner groups, with the exception of learners with a disability, this is an area for continued focus. Progression to the next level of FE is lower for white males, this is in part due to the higher apprenticeship progression rates in construction.



1 Authority & Context

- 1.1 This policy sets out the Oldham College response to the obligations of The Equality Act 2010 in having due regard to the statutory and the public sector duties, the elimination of unlawful discrimination, the advancement of equality of opportunity and the requirement to foster good relations.
- 1.2 It operates within the context of regulatory requirements of a variety of stakeholder organisations including OFSTED and a range of Awarding Organisations, and also kite marks such as Matrix.

2 Scope

- 2.1 All aspects of College provision, to both internal and external customers, are covered by the Equality & Diversity Policy.
- 2.2 This Policy will apply to all Governors, full time, part time and temporary staff and students, visitors and contractors. Additionally it sets the standards we require of subcontracted learning providers. In ensuring that this policy is fully effective the college undertakes to work in partnership with recognised trade unions; work based learning employers; with employees and with students in its development and implementation.

3 Policy Content

3.1 Policy Statement

- 3.1.1 Oldham College is committed to eliminating discrimination and encouraging diversity amongst staff and students. All employees whether part time, full time or temporary will be treated fairly and with dignity and respect. All employees will be encouraged and supported to develop their full potential.
- 3.1.2 The College will encourage each person to own the responsibility of promotion and implementation of Equality and Diversity throughout the College.
- 3.1.3 As part of its responsibility as an employer the College will ensure that all staff receive appropriate training on their rights and responsibilities in relation to Equality and Diversity legislation and the College's Equality and Diversity policies and procedures.
- 3.1.4 Our vision is for Oldham College to be a successful, recognised, prosperous college that fully utilises the creativity, innovation and talents of its people placing us at the leading edge of the sector and making us one of the best places to work, study and visit. We want to create a supportive and inclusive environment where everyone can reach their full potential and have a real choice to participate in and contribute to our activities and processes, without prejudice and discrimination.

3.1.5 Our aim is to create an environment in which people treat each other with mutual respect, regardless of race; age; disability; gender reassignment; religion or belief; sex; sexual orientation, marriage and civil partnership; pregnancy and maternity / paternity; unrelated unspent criminal convictions in relation to the Rehabilitation of Offenders Act 1974.

3.2 The College works actively to make progress in the following areas:

3.2.1 Direct Discrimination

Ensuring that no person is treated less favourably than others on the grounds of Race, Age, Disability, Gender Reassignment, Religion or Belief, Sex, Sexual Orientation, Marriage & Civil Partnership, Pregnancy & Maternity/Paternity.

3.2.2 Indirect Discrimination

Ensuring that no criterion, provision or procedure which applies equally to everyone has a disproportionate adverse effect on people from any group covered by the protected characteristics in the Equality Act 2010.

3.2.3 Harassment (including Bullying)

Ensuring that no person is subjected to unwelcome or inappropriate behaviour that undermines, demeans, offends, insults or injures them; creates an unpleasant working or learning environment; and/or threatens their job security, promotion prospects or the outcome of their studies. This Policy should be read in conjunction with the Staff Grievance procedure; and the College's Anti-Harassment Procedure, which provides detailed guidance on how staff should support staff and students complaining of harassment including bullying.

3.2.4 Widening participation

Encouraging maximum access to the full range of courses, and other educational services, for people of all social backgrounds and cultures. This includes monitoring patterns of recruitment to courses.

As part of student recruitment processes, other than where legislation dictates, students will not be prevented from accessing courses on grounds of age alone. Applicants considered 'children or young people' will be considered through the implementation of a full risk assessment based on the immaturity of trainees including factors such as physical size and weight and mental awareness of hazards.

3.2.5 Inclusive Learning

Providing support to enable individual students of different needs to progress through the formal and informal curriculum towards successful achievement.

Pre-course screening will take place to ensure suitability for the programme, and although programmes may have entry requirements as a pre-requisite for enrolment, these will not preclude students with additional needs from accessing learning programmes. A wide range of teaching and assessment methodologies will be employed to take account of the needs of all learners and maximise opportunities for success through differentiated study programmes that are tailored to meet individual need.

3.2.6 Celebrating Diversity

- Recognising and reflecting the positive contributions of people of different social background, cultures, religions, abilities, ages, gender and sexual orientation.
- The College will actively promote staff training and development in equality and diversity for all employees.
- The College will monitor and review the curriculum, and the learning resources used to deliver the curriculum, to ensure that they reflect and promote equality and diversity.
- The College will develop partnerships with organisations and groups in Oldham and beyond to help develop equal opportunities and positive action projects for the benefit of the wider community.
- The College will ensure that marketing strategies reflect equality and diversity good practice and that College provision is actively and appropriately promoted to all sections of the community.

3.2.7 Monitoring

Monitoring will be undertaken in accordance with best practice recommendations, particularly from bodies such as the Equality and Human Rights Commission and with regard to data protection principles. The outcomes of such monitoring will be reported on to the Principalship and the Governing Body.

The College will review the effectiveness of linked procedures, such as the Anti-Harassment Procedure, designed to enable students, staff or clients to raise issues of concern about equal opportunities, and to make complaints about discrimination, harassment or bullying or victimisation.

3.2.7.1 Students

The College will monitor all students and potential students in order to inform the setting of targets and the measurement of progress in achieving them. For example, in:

- Applications, success and failure rates for admission to programmes
- Retention rates
- Achievement rates
- Additional Learning Support
- Progression
- Disciplinary action
- Complaints by students or their sponsors
- Student feedback
- Safeguarding

3.2.7.2 Employment

The College is committed to the collection of statistics, analysis of data and presentation of data as well as monitoring on an ongoing basis as employment policy and practices change.

The College will monitor the composition of the existing workforce, the recruitment and selection process and the take up/completion of professional development opportunities. We will look at the workforce with reference to all protected characteristics.

3.2.8 Publicity

The College will ensure that its Equality and Diversity Policy is publicised as widely as possible to its community, including students, staff, contractors, consultants, visitors, clients and members of partner organisations.

3.2.9 Positive Action

The College undertakes to follow positive action measures allowed by law to rectify disadvantages in employment or education provision revealed by monitoring.

Positive action, allows the College to:

- provide facilities or services (in the form of training, education, or welfare) to meet the particular needs of people from under-represented groups to widen participation;
- target job training at particular groups that are under-represented in a particular area of work;
- encourage applications from groups that are underrepresented in particular areas of education or work.

Positive action strategies must be kept under regular review, and they cannot be used once the particular needs have been met, or if under-representation no longer exists. The College will ensure that when using positive action as a strategy, it falls within the law.

3.2.10 Core Equality and Diversity Performance Indicators

The college will consistently measure and report performance against the following performance indicators, for which we set targets:

- Enrolment by ethnicity, gender and disability to broadly reflect vocational sector norms.
- Attendance rates by ethnicity, gender and disability are comparable with other non-protected characteristic groups.
- Retention and Success rates by ethnicity, gender and disability are comparable with other non-protected characteristic groups.
- Student progression profile to be comparable with other non-protected characteristic groups.

- Staffing profile in respect of age, gender and BAME groups to reflect the community and be comparable with other similar FE Colleges.
- The management of complaints of discrimination and harassment.
- Student participation in cross college Equality and Diversity activities.
- Access to staff development is comparable across all protected characteristic groups.
- College maintains a position of being in the top quartile for performance outcomes.
- Equality and Diversity through TL+A observation.

3.2.11 Meeting Our Duties

The Equality Act 2010 replaced previous anti-discrimination laws with a single Act. In order to comply with The Public Sector Equality Duty contained within section 149 of the Act the College is committed to having due regard to:

- Eliminating unlawful discrimination
- Advancing equality of opportunity
- Fostering Good Relations

In order to meet the requirements of the duties, the Principal will ensure that regular reports are made to the Corporation on progress. These reports will inform the Governors about the College's position with regard to meeting the requirements of the Equality Act 2010.

The College will specifically publish Equality Objectives at least every 4 years within the Equality and Diversity area of our web site; we shall provide progress updates annually.

The College is committed to complying with all relevant EU directives as required.

3.2.12 Complaints Procedure

Any student/potential student, job applicant, member of staff or partner organisation may raise either formally or informally complaints of unfair or discriminatory treatment. The College will deal with all complaints fully and sensitively.

3.2.13 Breaches of the policy

In the event that staff or students are alleged to be in breach of the College Equality & Diversity Policy an investigation will be carried out in accordance with agreed procedures, including where appropriate, disciplinary procedures.

3.2.14 Definitions

The College operates within a set of agreed Equality & Diversity definitions, which can be found at Appendix1.

3.2.15 Policy Review

This Policy will be monitored and reviewed every two years or earlier if necessary to meet changes in equality legislation and best practice. The college will measure, review and reinforce the effectiveness of the policy through:

- The Strategic Plan
- Internal review processes
- College Plans
- Staff and student surveys and data analysis
- Collecting and disseminating good practice
- Monitoring activity

4 Accountabilities

- 4.1 All employees of the College have a responsibility for implementing the Equality & Diversity Policy and promoting equal opportunities in all aspects of their work.
- 4.2 All employees are personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable.

Specifically:

- 4.3 The College Governors are responsible for promoting Equality and Diversity on behalf of the Corporation. They are also responsible for ensuring that effective policies and procedures are in place to continuously improve the quality of equal opportunities through the College, and that a robust impact assessment process is in place.
- 4.4 The Principal is responsible for ensuring the College meets its Public Sector Equality Duties under the Equality Act 2010 and that Equality and Diversity is continuously promoted and comprehensively implemented in all aspects of the College's operation
- 4.5 The College Human Resources Department is responsible for the implementation of all aspects of the College's Equality & Diversity Policy relating to the employment of staff.
- 4.6 All Managers of the College are responsible for promoting Equality & Diversity, and for improving the equal opportunities performance of their individual department.
- 4.7 All students are personally responsible for their own acts of discrimination, harassment or victimisation.

5 Associated Documentation

Appendix 1 - College Equality & Diversity Definitions
Equality and Diversity Objectives and Targets

6 Related Policies and Procedures

Grievance Procedure
Anti-Harassment Policy
Complaints Policy
Assessment and Internal Quality Assurance Procedure
Safeguarding Policy
Management of 3rd Party Procedure

7 General Data Protection Compliance

	Confirm (x)	Date Reviewed	Reviewer
No personal subject data is placed at risk by implementing this Policy.			
Personal subject data is placed at risk by implementing this Policy but safeguards are in place to mitigate this.	X	8/11/2017	Nick Middleton Peter O'Donnell
Personal subject data is placed at risk by implementing this Policy and it is unknown if safeguards are in place to mitigate this			

APPENDIX 1

EQUALITY AND DIVERSITY DEFINITIONS

Age

The Act applies to people of any age and it is discrimination to treat anyone differently on the grounds of their age.

Disability

Under the act a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. There are no impairment categories which were included in the Disability Discrimination Act. Under the Act a claimant does not have to show that their impairment affects a particular capacity such as mobility, speech, hearing or eyesight.

Discrimination

Direct Discrimination

Occurs where a person treats another less favourably because of a protected characteristic than they treat, or would treat, others. Discrimination by association. The new definition of direct discrimination also covers cases where discrimination occurs because of a person's association with a particular protected characteristic e.g. parent, partner or child.

Associative Discrimination

Already applies to race, religion or belief and sexual orientation. This is now extended to cover age, disability, gender reassignment and sex. It occurs when you treat people less favourably because they are associated with someone who has a protected characteristic (other than pregnancy and maternity).

Perceptive Discrimination

Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment and sex. It means direct discrimination occurs against an individual because others think they have a particular protected characteristic. It applies even if the person doesn't actually possess that characteristic.

Indirect Discrimination

Applies to age, race, religion or belief, sex, sexual orientation, marriage and civil partnership, disability and gender reassignment. Indirect discrimination can occur when the College has a condition, criteria rule, or policy that applies to everyone but particularly disadvantages people who share a protected characteristic. It doesn't matter if it was unintentional, it matters if your action disadvantages a person compared with a person who does not share that characteristic.

Discrimination - Pregnancy and maternity

Defined as unfavourable treatment of a woman because of her pregnancy; unfavourable treatment because she has given birth, including because she is breastfeeding from birth to end of 26 weeks.

Discrimination arising from disability

It is discrimination to treat a disabled person in a particular way that, because of their disability, amounts to being treated unfavourably when the treatment cannot be shown to be justified. For example, if a disabled person is dismissed after a long period of disability related ill health there may be a claim of discrimination 'arising from disability'. For this to occur the employer/learning provider must know, or could reasonably be expected to know, that the person has a disability.

Diversity

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective educational community and workforce.

Equality

Treating people the same does not create equality of opportunity. Sometimes you have to treat people differently in the first instance in order to give them an equal opportunity to access all areas of life. This may require making specific adjustments in order to aid particular individuals.

Ethnicity

A strict definition of an ethnic group is a group regarded as a distinct community by virtue of certain essential characteristics - a shared history which distinguishes it from other groups and a cultural tradition of its own. The expression "ethnic monitoring" is used in reference to groups defined by colour, race or national origin as well.

Gender

The word 'gender' is often used in place of the word 'sex' in equality issues. 'Gender' does not appear in legislation (except for 'gender re-assignment' - see below) but 'sex discrimination' and 'gender discrimination' are generally interchangeable.

Gender Reassignment

The definition has changed so that people no longer have to be under medical supervision to be protected by the law. Gender Reassignment continues to cover those who intend to live permanently in a gender other than the one assigned at birth.

Gender Identity

Gender identity can be defined as a personal belief of an individual seeing themselves as male or female (or rarely, both or neither).

Genuine Occupational Requirements

If an employer can show it is necessary for someone to have a particular protected characteristic to do a job, it may not be unlawful discrimination. This is called the occupational requirement exception. The Equality Act 2010 provides that employers need to show all of the following things for the discrimination to be lawful:

- The requirement is an occupational requirement - it must not be a sham and there must be a link between the requirement and the job
- The employer has a good business reason or a legitimate aim for applying the requirement - the employer can't just say they have a good business reason for applying the requirement, they must be able to show it
- Having the requirement is the best way to achieve the employer's aim - the Equality Act says the requirement must be proportionate.

Harassment is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'. Harassment applies to all protected characteristics except for pregnancy, maternity, marriage and civil partnership. Team members will be able to complain of behaviour they find offensive – even if it is not directed at them. Team members do not need to possess the relevant characteristic themselves and are also protected from harassment because of perception and association.

Marriage or Civil partnership

The Equality Act 2010 makes it unlawful to discriminate against or treat someone unfairly because they are married or in a civil partnership. Gay and Lesbian couples are able to register their civil partnerships which gives them many of the same rights as same sex and opposite sex married couples. In particular:

- Same sex couples who register as civil partners have the same rights as married couples in respect of employment rights.
- The Act protects employees who are in a civil partnership, or marriage against discrimination.
- The Act also gives protection from discrimination because of an employee's sexual orientation.
- Recruitment and selection policies must not discriminate on the grounds of civil partnerships, marriage or sexual orientation.

Protected characteristics are the grounds upon which discrimination is unlawful.

Race (includes ethnic or national origins, colour or nationality)

People may define their racial group by their country of birth, their nationality, their skin colour or their ethnic group.

Religion or belief

The term “religion or belief” means any religion, religious belief, or similar philosophical belief. This does not include any philosophical or political belief unless it is similar to religious belief. It is important to recognise that the law gives equal protection from discrimination to those who have no religion or belief.

Sexual Orientation

Whether a person is attracted to people of their own sex, the opposite sex or both sexes. Assumptions and perceptions of a person's sexuality are also covered by law. Targets. These can be percentages of underrepresented groups that employers or education providers aim to achieve in the make up of learners and/or their workforce as part of their equality action plan. It is unlawful to use a target as a reason for selecting someone, but it is not unlawful to take steps to get more qualified applicants from particular groups.

Transsexual

See 'Gender Reassignment'.

Third Party Harassment occurs already applies to sex and is now extended to cover age, disability, gender reassignment, race, religion or belief and sexual orientation. The Equality Act makes the College potentially liable for harassment of team members and learners by people (third parties) such as clients or customer and contractors of the employer/provider. For an employer to be liable:

- The harassment must have occurred on at least two previous occasions (although not necessarily by the same harasser or suffering the same type of harassment);

- It must be aware that the previous harassment has taken place; and
- It must have failed to take reasonable steps to prevent harassment from happening again.

Victimisation occurs when a team member is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act, or because they are suspected of doing so. If you treat a person less favourable, because of this then this will be classed as unlawful victimisation. A ‘protected act’ is:

- Making a claim or complaint of discrimination (under the Equality Act).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that you or someone else has breached the Act.
- Doing anything else in connection with the Act.

(Source: The Equality and Human Rights Commission (EHRC) 2012)

Change History Record

Issue	Description	Approval (author signature)	Date of Issue
Draft 1.0	New Policy	Adrian Ball	25.02.14
Draft 1.1	Author changed to Sam Breckell. Sections formerly numbered as 1.1 – 1.4 moved to Policy Content section. Sections formerly numbered 3.2.8 and 3.2.9 re-numbered as subsections of 3.2.7. Section formerly numbered 1.5 moved to Scope section as 2.1 1.1 and 1.2 added new for this version.	Nick Middleton	25.02.14
Version 1	Approved by Governors subject to addition of Governors to scope statement. Addition made as required.	Nick Middleton	18.03.14
1.1	3.2.4 and 3.2.5 expanded in line with requirements of Lantra Awards.	Nick Middleton	16.09.14
1.2	Reviewed and updated	Sam Breckell	07.10.16
1.3	Policy Owner changed to Pamela Cowen	Nick Middleton	06.06.17
1.4	General Data Protection compliance statement added	Nick Middleton	25.10.17
1.5	Fit for purpose for 2018/19 Approved by Governors 02.10.18	Gill Ellis	24.09.18
1.6	Appendix 1 – Equality and Diversity Definitions added	Josie Elson	11.09.19
1.7	Updated for 2020/21.	Josie Elson	24.06.20
1.8	Reference to E&D Committee removed	Josie Elson	07.10.20

