

Equal Opportunities: Employees

This policy encompasses all "protected characteristics" of age, gender, disability (including mental ill-health), gender re-assignment, pregnancy and maternity, race, religion or belief, sexual orientation as set out in the Equality Act 2010.

The College is fully committed to:

- eliminating all forms of unlawful discrimination, harassment and victimisation;
- advancing equality of opportunity between people who share a protected characteristic and those who do not;
- fostering good relations between people who share a protected characteristic and those who do not.

Arrangements for achieving this are set out within the College's Strategic and Operational Plans, our Single Equality Scheme and our Equality Analysis and Equality Objectives, set out in accordance with our obligations under the Public Sector Equality Duty. Currently, equality in all protected characteristics is analysed by reference to the "Staff Journey" which is part of our Single Equality Scheme, which is available on the College website: www.psc.ac.uk

Overview:

Peter Symonds College is committed to promoting Equal Opportunities and recognises that all individuals are of equal value and have different needs and are entitled to be treated fairly in every aspect of college life. Therefore, this policy applies to all staff and to all those seeking to become staff.

The College seeks to employ a workforce which reflects the diverse community at large, as we value the individual contributions of all people. We will treat all employees with respect and dignity and provide a working environment free from unlawful discrimination, harassment or victimisation. To this end, within the framework of the law and best personnel practice, we are committed, wherever practicable, to achieving and maintaining a workforce which broadly reflects the local community.

No employee or job applicant should be disadvantaged or treated less favourably because of conditions or requirements which cannot be justified and the College will seek to make reasonable adjustments to its arrangements and premises with a view to avoiding any disadvantages for people with disabilities.

Action will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, pay, training, promotion and career management and on the termination of employment are based solely on objective and job related criteria.

Does this policy impact on equal opportunities within the college ? No
If so, give details and, if appropriate, indicate how these will be ameliorated.

Reviewed by: Director of Personnel and Corporate Services

Reviewed: September 2003

Reviewed: June 2005

Reviewed: June 2008

Reviewed: June 2010

Reviewed: June 2012

Reviewed: September 2014

Review date: September 2016