



LOWESTOFT COLLEGE

DIVERSITY STRATEGY 2006-10

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1 Introduction

Lowestoft College aims to ensure that all actual or potential employees and students are treated equally, regardless of: age, disability, family responsibility, marital status, race (including eliminating unlawful discrimination, promotion of racial equality and promotion of good relations between people of different racial groups), colour, ethnicity, nationality, religion or belief, gender, sexual orientation, trade union activity, unrelated criminal convictions, or other related criteria.

2 Scope

The purpose of this Strategy is to establish clearly the College's principles regarding Equality and Diversity, and to establish key mechanisms, structures and monitoring arrangements for the College. The strategy is supported by the College's Equal Opportunities Policy and Race Relations Policy. In addition attention will be given to the Disability Equality Duty and the Race Equality Duty.

3 Key Principles

In line with the College's policy, we believe that all forms of prejudice and discrimination are unacceptable. In recognition of the fact that they can take a variety of forms, depending on the group against whom they are directed, the College will adopt/develop policies embodying the issues specific to discrimination on the grounds of:

- Age,
- Ability,
- Disability,
- Gender,
- Race,
- Religion,
- Sexual Orientation,
- Trans-gender.

The College will challenge inequality, prejudice and discrimination.

The College embraces diversity in all its aspects, and in line with the College Core Values, aims to welcome students, and to employ a workforce which respects, at every level, the local and wider community it serves.

As stated in the Race Relation Policy, Lowestoft College will treat all students and employees with respect and dignity, and seek to provide a learning and working environment free from harassment, discrimination and victimisation. Lowestoft College will not tolerate any form of discriminatory behaviour against its students or employees, either from other employees, students or members of the public.

Lowestoft College celebrates and values the diversity brought to its workforce by individuals, and believes that the College will benefit from engaging staff from a variety of racial, ethnic and national backgrounds, thus allowing it to meet the needs of a diverse student population within a multi-cultural society.

Equality and Diversity Strategic Aims/targets are as follows:

1. To ensure an inclusive provision where learners are not being systematically disadvantaged in terms of accessing and benefiting from learning opportunities.
2. To ensure that Equality and Diversity is embedded into all policies, programmes and actions.
3. To monitor the impact of policies, procedures and contracts on Equality and Diversity.
4. Monitor the success of partnership events to promote Equality and Diversity issues.
5. Corporation members and all members of staff to undertake Equality and Diversity training.

Strategic Aim 1 – in order to ensure an inclusive provision where learners are not being systematically disadvantaged in terms of accessing and benefiting from learning opportunities, a review of participation, retention and achievement data that gives a learner profile in terms of age, gender, ethnicity, social disadvantage and disability will be generated.

As part of the operational Action Plan, data will be reviewed in a number of forms; the Strategic Leadership Group, Equal Opportunities Committee Sub-Group of Academic Board, School meetings and via the Heads of Curriculum Schools Group. They will be monitored closely, and reported to Corporation on a regular basis.

Strategic Aim 2 – to ensure that Equality and Diversity is embedded into all policies, programmes and actions with the current quality systems to include a section on Equality and Diversity.

The Course Review process of the Quality Improvement procedure monitors data against targets, and reviews Action Plans that arise from these termly reviews. All managers have a duty to ensure data is analysed and acted upon.

Strategic Aim 3 – to monitor the impact of policies, procedures and contracts on Equality and Diversity, ensuring that all policies are in line with current legislation, and that surveys of stakeholders are undertaken on a regular basis.

Strategic Aim 4 – monitor the success of partnership events to promote Equality and Diversity issues; an evaluation report will be undertaken to monitor the success of the wide range of activities evolving from improved communication links.

Strategic Aim 5 – training will be scheduled and undertaken by Corporation members, all College employees and through the activity of the College staff training plan.

4. Conclusion

This Strategy is informed by the College Equal Opportunities and Race Relations Policies and now the Single Equality Duty. The targets are set and monitored by Corporation, with specific targets monitored by the Strategic Leadership Group. The delivery of a comprehensive Equality and Diversity Action Plan is monitored by the College's Academic Board, and reported to Corporation on an annual basis. The Strategy in line with policies will be reviewed and updated regularly to ensure adherence to legislation changes.

As mentioned previously further developments are in place to ensure the promotion of the Disability Equality Duty and Race Equality Duty.