

Sexual Orientation Equality Policy

1. Policy Statement

The College is committed in its roles as an employer, education provider and contractor of services to working to eliminate sexism and prejudice in its structures, employment practices and curriculum content as well as to encouraging changes in individual behaviour and attitudes. The College is also committed to ensuring equality of opportunity for lesbians, gay men and bi sexual people.

Discrimination against lesbians, gay men and bi sexuals is based on unjustified views of 'normal' behaviour. Same sex relationships are a common feature of all cultures and all historical periods. The College considers that sexism and homophobia are strongly reinforced by sexist attitudes based on stereotypes of what men and women should be like and therefore sees the link between the work in this area and that in combating gender stereotyping.

The College recognises that part of the problem of discrimination experienced by lesbians and gay men is that of invisibility and is committed to addressing this issue in its dual role as an employer and education provider. The College will endeavour to create an environment where lesbians and gay men are free from harassment and feel confident of equal treatment if they choose to be open about their sexuality.

The College will provide awareness training for staff and students and will arrange training in anti discrimination curricular issues for staff. The issues will also be addressed through staff reviews and student tutorials.

2. Scope

This Policy applies to the whole College, including students, Governors, staff and visitors and works in conjunction with the College Single Equality Scheme.

- **Governors** are responsible for ensuring that the College complies with the Employment Equality (Sexual Orientation) Regulations 2003 legislation, and for approving and reviewing the Sexual Orientation Policy and monitoring its implementation.
- **The Principal** is responsible for giving a consistent and high-profile lead on equality issues, promoting the Sexual Orientation Policy inside and outside the institution and making sure the Sexual Orientation Policy is followed.
- **The Equality and Diversity Committees** are responsible for the monitoring and review of the Sexual Orientation Policy and for evaluating its effectiveness. This Committee will include actions related to Sexual Orientation in the Single Equality Action Plan. The Plan will incorporate actions and targets for continuous improvement in achieving equality. The Committee is also responsible for the systematic monitoring of the performance indicators included in the Plan.

Sexual Orientation Equality Policy

- **The Human Resources Department** is responsible for the monitoring and implementation of all aspects of the Sexual Orientation Equality Policy relating to the employment of staff. This includes the monitoring of fair selection processes and their impact on the staff profile of the College at all levels. A Single Equality Action Plan will be produced which will set targets for improvements in staff profiles.
- **Managers** are responsible for putting the Policy and its strategies and processes into practice, making sure that all staff know their responsibilities, and receive support and training in carrying these out, following the relevant processes and taking action against staff or students who discriminate regarding sexual orientation.
- **All staff** are responsible for ensuring that they are able to recognise bias and stereotyping, and to challenge or report it if they witness it, promoting equality and good relations, ensuring that they do not discriminate against anyone because of sexual orientation and taking up training and development opportunities to keep up to date with the law.
- **Students** are responsible for ensuring that they do not discriminate against anyone because of sexual orientation, ensuring that they are able to recognise bias and stereotyping, and to challenge or report it if they witness it.

3. Reference

This Policy was developed with reference to national legislation and guidelines to good practice, including:

The Employment Equality (Sexual Orientation) Regulations 2003

Human Rights Act 1998

Protection from Harassment Act 1997

The College will protect against discrimination on the grounds of sexual orientation in employment, vocational training and working conditions.

4. Documentation

The full Policy will be published through:

- the Corporate Manual on the College intranet
- staff induction materials
- on request through Student Services/HR
- summarised versions will be made available to students, e.g. through the Learner Handbook.

Sexual Orientation Equality Policy

5. Monitoring and Review

The College will:

- review the Sexual Orientation Equality Policy in conjunction with the Single Equality Scheme in 2011
- consult staff and students and external agencies as part of the Policy review
- provide mandatory staff training on equal opportunities issues, including sexual orientation equality; offer the same training to Governors or organise separate training.

Responsibility for review: Jill Taylor
Strategic Director (Vice
Principal) – Quality and
Learner Services)

Review Date: **October 2011**

Endorsed by: Peter Crompton
Principal and Chief Executive

..... David Millington
Chair of the Corporation