



## **Chameleon School of Construction**

### **EQUAL OPPORTUNITIES & DIVERSITY POLICY**

#### **INTRODUCTION**

Chameleon School of Construction is committed to the promotion of equality of opportunity in all of its activities and to encouraging access to the college from all groups, irrespective of race, gender, age, disability or sexual orientation. The construction school is working to create an environment in which diversity and individual difference are positively valued in an atmosphere free from harassment and discrimination. The construction school takes its legal and moral obligations with respect to equal opportunities seriously. The construction school welcomes dialogue with groups and individuals on ways in which its equal opportunities policies and practice can be enhanced.

Chameleon School of Construction will not tolerate any form of behaviour or activity that discriminates on the grounds of gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, ethnicity, disability, age and unrelated criminal convictions.

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

#### **POLICY IMPLEMENTATION**

The construction school will ensure that its equal opportunity policy commitments are delivered through the following strategies and processes:

- the setting, monitoring and evaluation of equality targets
- the implementation, monitoring and review of an action plan with explicit measurable and achievable objectives
- staff development programmes to support staff at all levels of the organisation in the delivery of equal opportunities objectives
- assigning specific responsibilities to staff for the implementation, monitoring and evaluation of policies, targets, actions and outcomes

- working with partner organisations in the field of diversity, inclusion and equalities to enhance equality of opportunity
- ensuring that quality assurance and self-assessment processes address equality issues
- consulting with students, staff and the community on policy development
- Reporting on progress against equality objectives to the Safeguarding Lead and Head of Quality

### ***The protected characteristics***

The following characteristics are protected characteristics—

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

### ***Age***

(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group;

(b) a reference to persons who share a protected characteristic is a reference to persons of the same age group.

(2) A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages.

### ***Disability***

(1) A person (P) has a disability if—

(a) P has a physical or mental impairment, and

(b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

(2)A reference to a disabled person is a reference to a person who has a disability.

(3)In relation to the protected characteristic of disability—

(a)a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;

(b)a reference to persons who share a protected characteristic is a reference to persons who have the same disability.

(4)This Act (except Part 12 and section 190) applies in relation to a person who has had a disability as it applies in relation to a person who has the disability; accordingly (except in that Part and that section)—

(a)a reference (however expressed) to a person who has a disability includes a reference to a person who has had the disability, and

(b)a reference (however expressed) to a person who does not have a disability includes a reference to a person who has not had the disability.

### ***Gender reassignment***

(1)A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

(2)A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.

(3)In relation to the protected characteristic of gender reassignment—

(a)a reference to a person who has a particular protected characteristic is a reference to a transsexual person;

(b)a reference to persons who share a protected characteristic is a reference to transsexual persons.

### ***Marriage and civil partnership***

(1)A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

(2)In relation to the protected characteristic of marriage and civil partnership—

(a)a reference to a person who has a particular protected characteristic is a reference to a person who is married or is a civil partner;

(b) a reference to persons who share a protected characteristic is a reference to persons who are married or are civil partners.

## **Race**

(1) Race includes—

(a) colour;

(b) nationality;

(c) ethnic or national origins.

(2) In relation to the protected characteristic of race—

(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;

(b) a reference to persons who share a protected characteristic is a reference to persons of the same racial group.

(3) A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.

(4) The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.

## ***Religion or belief***

(1) Religion means any religion and a reference to religion includes a reference to a lack of religion.

(2) Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.

(3) In relation to the protected characteristic of religion or belief—

(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;

(b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

## **Sex**

*(a) a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;*

(b) a reference to persons who share a protected characteristic is a reference to persons of the same sex.

### ***Sexual orientation***

(1) Sexual orientation means a person's sexual orientation towards—

- (a) persons of the same sex,
- (b) persons of the opposite sex, or
- (c) persons of either sex.

(2) In relation to the protected characteristic of sexual orientation—

- (a) a reference to a person who has a particular protected characteristic is a reference to a person who is of a particular sexual orientation;
- (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.

### **STAFF SELECTION, RECRUITMENT AND DEVELOPMENT**

The construction school recognises that black and ethnic minority people are underrepresented in its staffing at all levels. The construction school will encourage ethnic minority people to apply for posts and support positive action measures to enable the career development of BME colleagues and colleagues with disabilities. Recruitment strategies will be regularly reviewed and applications and appointments data monitored and reported to the Corporation.

### **THE CURRICULUM**

Teaching and Learning will seek to reflect and celebrate the variety of experiences, cultural background, skills and needs which students bring to their studies.

### **MARKETING AND PUBLICITY**

The construction school will strive to reach every member of the communities it serves through its marketing and promotion strategies.

### **LINKS WITH THE COMMUNITY**

The construction school will widen participation and strengthen links with all the diverse communities which it serves.

## **ENVIRONMENT AND FACILITIES**

The construction school will provide a welcoming, safe environment which encourages access and participation by all sections of the community.

## **NATIONAL LEGISLATION RELEVANT TO THIS POLICY:**

- The Disabled Persons (Employment) Acts 1944 & 1958
- The Equal Pay Act 1970 (1986)
- The Rehabilitation of Offenders Act 1974
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Public Order Act 1986
- The Disability Discrimination Act 1995
- The Human Rights Act 1998
- The Race Relations (Amendment Act) 2000
- The Special Educational Needs and Disability Act 2001
- The Disability Equality Duty 2006
- The Gender Equality Duty 2007
- The Equality Act 2010

## **CHAMELEON SCHOOL OF CONSTRUCTION POLICIES AND ASSOCIATED DOCUMENTATION:**

- The Disability Statement
- The Harassment & Bullying Policy
- Staff Recruitment & Selection Policy
- Staff Development Policy