



Equality & Diversity Policy

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Table of Changes

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Introduction

The policy has been developed in line with the Equality Act 2010 and the Public Sector Equality Duty (2011) and specifically covers all Protected Characteristics as described in the Equality Act 2010:

- Age
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex (gender)
- Sexual orientation
- Disability
- Socio-economic Disadvantage

In addition, we recognise unlawful discrimination in regard to:

- Nationality
- National origin
- Belief
- Former convictions
- Trade Union membership

McCrorry are committed to the three aims of the general equality duty:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

McCrorry is committed to promoting equality and reducing discrimination to our learners, employees, visitors and stakeholders that may result from socio-economic disadvantages. This policy influences how our organisation works and what it does as we deliver services which are accessible and appropriate for all members of the local community.

McCorry aims to enable its learners and staff to maximise their individual potential through the promotion and implementation of equality and diversity measures.

We seek to employ a workforce and maintain a learner body which reflects the diverse community it serves, because it values the individual contributions of all people. McCorry will treat all employees and learners with respect and dignity and provide a working and educational environment free from unlawful discrimination (direct or indirect), harassment or victimisation. To this end, within the framework of the law and best practice, we are committed to achieving and maintaining a workforce and learner body that broadly reflects the local community.

We deliver a continuous improvement process of reviewing, self-assessing, auditing and reporting progress annually to the McCorry board. McCorry will monitor and evaluate the effectiveness of this policy through consultation with customers, employees and community representatives.

At McCorry we actively promote equality and diversity within our policies, procedures, practices, plans and activities by:

- Ensuring that equality of opportunity and valuing diversity are embedded in all our policies, procedures, practices, plans and activities, and regularly reviewing the impact of these on students, staff and other stakeholders through monthly feedback surveys
- Embedding equality and diversity in curriculum planning to deliver our strategic priorities and policy aims
- Celebrating equality and diversity through McCorry events and activities
- Ensuring all course information promotes equality and diversity and is free from explicit or implicit discrimination
- Providing clear written entry criteria and procedures which are free from any discriminatory practice
- Providing impartial advice and guidance for all applicants, which takes in to account any support needs and ensures placement on an appropriate course
- Implementing timetabling and premises policies that support access
- Providing programmes that are flexible and responsive to the needs of individuals and groups
- Recognising that equality of opportunity is not additional or marginal to our activities, but central to the efficiency and development of the institution as an employer and as a provider of education and training by actively promoting equality and diversity in all McCorry activities
- Incorporating equality and diversity in all core and supporting processes.
- Creating a visibly diverse and inclusive institution which values and celebrates difference and enables all our students to succeed
- Celebrating the success of our students and staff in publications and displays, and at events
- Encouraging and supporting underrepresented groups to work and study at McCorry through proactive marketing and recruitment strategies.

We achieve commitment to the policy throughout the organisation through making it mandatory for new staff to read this policy and sign a form acknowledging that they understand the content and will implement its message in their everyday work whilst in employment at McCorry. This action is completed within 24 hours of beginning their contract at McCorry.

To support our employees to implement the policy, our Quality Manager trains employees through delivering quarterly Equality & Diversity best practice workshops for all staff and delivers mandatory annual Equality & Diversity training to ensure their knowledge is in line with the most recent legislation.

Equality & Diversity policy and practice is a standard agenda item at our Standardisation meetings where best practice and case studies are shared regarding the most effective means of implementing the policy. Training themes include:

- Identifying and eliminating discriminatory practices
- Developing and monitoring the awareness and understanding of issues concerned with equality of opportunity
- Recognising and challenging our own attitudes and assumptions
- Challenging the language and attitudes of others
- Supporting those who appropriately challenge oppression
- Ensuring a commitment to anti-oppressive and anti-discriminatory practice in all contract specifications and other documentation with external bodies, speakers, consultants, employers, employees, learners, subsidiaries and the wider community
- Present updates on industry and regulatory law and policy changes on discrimination and taking up training and learning opportunities.

The policy influences the recruitment of employees and learners through:

- Ensuring that contractors, suppliers, volunteers and partners are aware of our position on equality and are clear about their obligation to provide services that are free from discrimination, harassment or victimisation
- Recognising and promoting the application of national guidelines and advice, in line with our own contracting procedures
- Ensuring that our recruitment processes positively address and include equality considerations that are in line with the procedures mentioned above
- Providing mandatory training for relevant staff in equalities issues for procurement

This policy is implemented by McCrorry Managers when training learners in their service areas, allocating specific infrastructure and resources to ensure the delivery of equality objectives in relation to service provision and employment. They are responsible for ensuring that their employees adequately inform, train and support Learners to ensure that their duties are carried out in accordance with this policy. All Learners are provided with a copy of this policy upon induction and it is mandatory for them to sign off that they have read and understood the content.