



## Equality Duty

The Equality Act 2010 (Specific Duties) regulations 2011 came into force in September 2011. The specific duties support the new public sector Equality Duty which was introduced under Section 149 of the Equality Act 2010 and came into force on April 5th 2011.

### 1. Introduction

1.1 Notre Dame Catholic Sixth Form College is fully committed to delivering equality of opportunity for all its students and staff, to eliminate all forms of unfair and illegal discrimination as well as all forms of harassment and victimisation.

1.2 The scheme incorporates all of the previous work the College has undertaken and applies the principles of equality to all the affected groups listed below.

### 2 Meeting the Equality Act Specific Duties

2.1 This scheme is designed to ensure that the College meets its legal duties in relation to all the stipulated equality strands.

Our Policy will be implemented within the framework of the relevant legislation which includes

Equal Pay Act 1970 (Equal Value Amendment 1984)

Rehabilitation of Offenders Act 1974

Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999) (Indirect Discrimination & Burden of Proof Regulations 2001)

The Employment Equality Regulations 2003: religion, belief and sexual orientation

Race Relations Act 1976 (Race Relations Amendment Act 2000)

Disability Discriminations Act 1995 (Special Educational Needs And Disability Act 2001)

Protection of Children Act 1999

Disability Equality Duty 2006

The Employment Equality (Age) Regulations 2006

Combined Discrimination (Direct)

The Equality Act 2010 (Specific Duties) Regulations 2011

2.2 Our compliance with the Equality Duty ensures we

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

This applies to the following protected characteristics:

Age

Disability

Gender reassignment

Pregnancy and maternity

Race, including ethnic or national origins, colour or nationality

Religion or belief, including lack of belief

Sex

Sexual orientation

The Equality Duty also applies to marriage and civil partnership but only in respect of eliminating unlawful discrimination.

### 2.3 In practice this means:

Meeting the common duties in relation to students, staff and members of the public as follows:

- To ensure that they are not denied opportunities.
- To eliminate discrimination on these grounds
- To eliminate harassment and victimisation either because they are a member of one (or more) of these groups or the basis of associated perceptions about them, or whom they associate with
- To provide fair and equitable opportunities for training and promotion

## 3 Profile of the College its students and staff

3.1 Notre Dame Catholic Sixth Form College is a Catholic sixth form college in the Yorkshire and Humberside region. The College was established in 1989, under the trusteeship of the Catholic Diocese of Leeds, and occupies a site close to the centre of Leeds. The College focuses on providing full-time courses for students from the Catholic 11 to 16 schools in central Leeds, but also recruits substantial numbers of students from other Catholic and other local schools in the surrounding area. Applications from Catholic students are rising and students from other faith backgrounds are strongly represented in the College. The majority of students come from Leeds, 29% are from black and minority ethnic groups, which is a much higher percentage than that for the local area and almost 50% come from areas of high deprivation.

3.2 The College monitors both its staff and student population against the following categories:

Race  
 Gender  
 Disability  
 Age  
 Religion or belief  
 Pregnancy and maternity

3.3 The College collects information on the following for these categories:

#### **For students**

Applications, and success and failure rates for admissions to programmes  
 Retention rates  
 Achievement rates  
 Disciplinary action  
 Satisfaction surveys  
 Progression

**For staff**

Grade and category of work  
 Job application rates and those from people with protected characteristics and their success rates  
 Types of contract (permanent, temporary, full time, fractional)  
 Training and staff development  
 Disciplinary, grievance and capability proceedings  
 Satisfaction surveys  
 Overall profile  
 Applications for flexible working and their outcomes  
 Requests for adjustments and their outcomes

- 3.4 Notre Dame Catholic Sixth Form College has had 2 - TICK 'POSITIVE ABOUT DISABILITY' status since 2006 and Investors in People status since 2002.

**4 Values and Principles****4.1 Commitment**

4.1.1 Notre Dame Catholic Sixth Form College affirms that all individuals are entitled to the same equal rights and opportunities and have the same responsibilities regardless of their race, gender, disability, sexuality, religion or age.

4.1.2 The College will seek to identify and eliminate unfair discrimination, harassment or any form of illegal treatment based on any of the above criteria.

4.1.3 The College will respect and seek to fully utilise the diverse skills talents and experiences of all its staff and students.

4.1.4 These commitments are reflected in the College's mission:  
 'Building a community on Faith and Trust'

**4.2 Putting the commitment into practice**

4.2.1 Notre Dame Catholic Sixth Form College will develop procedures and practices that encourage our students and staff to fully participate in the life of the College and where different backgrounds and experiences are utilised for the benefit of all. All policies, procedures and plans will be subject to a generic impact assessment to assess the impact (positive and negative) of these initiatives and where appropriate modifications are suggested they will be implemented.

4.2.2 The principles of equality and diversity will be applied consistently across all aspects of learning and service delivery, working practices and the environment including admissions, student services, learning support, curriculum development, teaching, learning, recruitment and marketing. However, all members of the College community will

be expected to support the College's Christian ethos. This is a fundamental condition of service.

4.2.3 As an employer, the College will ensure that the principles of equality and diversity will be applied to recruitment, redeployment, staff development and promotion, to ensure that all individuals are encouraged to achieve their full potential.

We will ensure that no job applicant or employee will receive less favourable treatment on the ground of gender, ethnicity, marital status, age, sexuality or disability. However, all persons appointed will be expected to support the College's Christian ethos. This is a fundamental condition of service.

Staff development and training on all aspects of equality and diversity will continue to be arranged for all members of staff at induction together with refresher training annually during the College Inset time.

## 5 Publicising the scheme and reporting progress

### 5.1 To the public

The College's commitment to equality across all strands will be highlighted on our College website, and in various official reports as appropriate.

A summary of the results of monitoring information will be presented to meetings of the Corporation and made available to staff including the recognised trade union representatives and published on the staff intranet.

### 5.2 To students

All students will receive a summary of the scheme in the student handbook. Copies of the scheme will be available on the College website

The induction programme for students will highlight the College's commitment to equality and diversity and what action they can take if they believe they have encountered discrimination and how the College would handle such matters.

This information will be reinforced during tutorials, assemblies and the College PTE programme

### 5.3 To staff

All staff will have access to a copy of this scheme via the intranet.

The induction programme for new staff will highlight the College's Commitment to equality and diversity along with the action to be taken to support staff and students who face discrimination and harassment.

A summary of the results of our monitoring will be included in the staff intranet and reported to the College Corporation.

## 6 The College has procedures in place to ensure that:

6.1 Governors, staff, students and stakeholders are aware of our Scheme and our commitment to the Equality Duty

6.2 Staff, students, and stakeholders are aware of the value placed on equality of opportunity and diversity and that action will be taken in the event of any breach of these policies.

6.3 Governors and staff have access to comprehensive information, and progress reports which will assist them to plan, implement and monitor actions to carry out their responsibilities under the scheme.

6.4 The College publicity materials present appropriate and positive images that support these provisions.

6.5 Schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of diversity (Lesson observation programme).

6.6 Recruitment and selection procedures are designed to enable people from under represented and disadvantaged groups to fully participate in the process.

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

6.8 The Principal has overall responsibility for the operation of this scheme and associated policies which shall be reviewed regularly, particularly when there are any changes in legislation.

## 7.0 Responsibilities of students

Students will be expected to make themselves aware of the equal opportunities policies and procedures provided to them (student handbook, College web site)

Students should report any incident of discrimination, harassment and bullying to staff and/or Student Services in the main office.

### Exemption for a Genuine Occupational Requirement (GOR)

This exemption recognises that there will be some circumstances, under certain conditions, when an employer should be able to employ a person of a specific religion or gender and hence discriminate against others who are not of that religion or gender.

Unlike other anti-discrimination legislation, there is also an exemption for “employers with an ethos based on a religion or belief”. This means that they can specify a religion as a job requirement even if it isn’t a ‘determining’ (decisive) occupational requirement e.g. the appointment of a Catholic Principal.