



Equality Policy

Document Tracking		By Whom	Date
1	Draft Policy Equality Impact Assessed Version 1	Equalities Co-ordinator	07.05.09
2	Draft to Senior Management Team	AP Policy & Planning	12.05.09
3	Draft to Academic Board (if applicable)		
4	Approved for Implementation	SMT	12.05.09
5	Policy Published on Website	IS<	28.05.09
6	Review Date		29.06.10
7	Individual (Post Title) Responsible for Review	Equalities Co-ordinator	

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Equality Policy



Equality Policy Statement

Central College will adopt innovative, co-ordinated and positive measures to promote inclusiveness, diversity and equality of opportunity in all its actions. The College aims to prevent all forms of discrimination on any grounds including, sex, marital status, disability, race, gender, gender reassignment, religion or belief, sexual orientation, nationality, ethnic origin, political belief, trade union activity, responsibility for dependants, employment status, social background, age or language.

The College encourages staff to take responsibility for the development of a culture based on inclusiveness and equality and recognises that their commitment is crucial. The College also aims to provide in a supportive environment, high quality learning & teaching to enhance individual aspirations and to reflect local, national and international needs through the application of this policy. Central College will also promote equality and diversity within the wider College community to reflect the Scottish Government Economic Strategy.

Who Does this Policy Apply to?

Although the Principal and Board of Management have overall responsibility for this policy, equality applies to all stakeholders, including staff and learners. All staff members have a personal and legal responsibility to support this policy.

Through the Equality Impact Assessment Process, Central College will ensure that equality is embedded within all policies, procedures and processes to ensure a culture of inclusiveness. This will be reflected within all areas of the College, i.e., strategic planning, learning and teaching, learner engagement and curriculum development and design.

Legislation or Other Factors Impacting on the Policy

e.g. Government initiatives such as 'More Choices, More Chances'

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 (as amended 2000)
- Disability Discrimination Act 1995 (as amended 2005)
- Human Rights Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion & Belief) Regulations 2003
- Criminal Justice (Scotland) Act 2003
- Protection of Children (Scotland) Act 2003
- Civil Partnerships Act 2004
- Gender Recognition Act 2004
- Education (Additional Support for Learning) (Scotland) Act 2004
- Adult Support and Protection (Scotland) Act 2005
- Employment Equality (Age) Regulations 2006
- Equality Act 2006
- Equality Act (Sexual Orientation) Regulations 2007

Linked Policies, Procedures and Processes

All policies, procedures and processes whether related to staff or learners reflect this policy. The following documents show the progress Central College has made towards promoting and embedding an inclusive culture:

- Disability Equality Scheme and Action Plan
- Disability Equality Scheme Annual Reports
- Gender Equality Scheme and Action Plan
- Gender Equality Annual Reports
- Race Equality Policy
- Equal Pay Policy