Equality and diversity

We actively celebrate diversity and enjoy a student and staff population which is a rich blend of ages, social and ethnic backgrounds, abilities and nationalities.

Our aim is to ensure that anyone who studies, works at, or interacts with the College will experience a culture of openness in which everyone is valued equally and can participate with confidence.

We have values underpinning this commitment and which form the basis of our equality and diversity strategy:

a spirit of co-operation and understanding between all students and staff, based on mutual respect and trust

a community built on tolerance and openness within high professional standards

an environment of equality of opportunity that encourages an understanding and appreciation of the needs of others

a commitment to dealing with oppressive behaviour, harassment or bullying

a culture where diversity is celebrated and all students and staff are valued equally.

This leaflet is part of a series highlighting different aspects of equality.

All of the leaflets contain important information regarding rights and responsibilities concerning equality and discrimination legislation.

They also show how Stafford College promotes equality and diversity and is working to create an inclusive college committed to equality and diversity.

Other leaflets include:

- Age Equality
- Disability Equality
- Gender Equality
- Race Equality
- Religion and Belief Equality
- Sexual Orientation Equality

All leaflets are available at the main reception areas around the College and the College Library. They are also available on our website.

Should you require the information in an alternative format or wish to discuss any aspect of equality and diversity, please contact our Equality and Diversity Co-ordinator, via email

t.guest@staffordcoll.ac.uk

or on **01785 275691**

matrix

INVESTOR IN PEOPLE

POSITIVE ABOUT DISABLED PEOPLE

STAYING HEALTHY · STAFFORD COLLEGE

What you need to Know

Equality and Diversity

"Stafford College will meet learner needs and aspirations through excellence in education and training."
(Stafford College Mission Statement)

"To provide an inclusive college committed to the principle of equality and diversity."
(Stafford College Corporate Aim)

Responsibilities

All our students, staff and partners have a responsibility to act in a way which supports and promotes the College's equality and diversity commitment statement.

We recognise the true value of diversity and will provide equality of opportunity for all our students and staff by:

working proactively to promote good relations between all students and staff

taking effective action to prevent discrimination, bullying or harassment on any grounds

promoting equality of access to education, training and development

providing flexible learning and working opportunities to support aspirations and goals

promoting good practice in all activities such as recruitment, selection, promotion and curriculum practices

listening to – and learning from – our students, staff and partners

promoting, managing and monitoring equality and diversity across the College and, in particular, monitoring race, gender and disability.

Further information

Our Equality and Diversity Policy and our Action Plan outline the framework for promoting diversity within the College community. This is implemented by the Equality and Diversity Committee, which has representatives from all faculties, departments and services, trades unions (UNISON and UCU) and the Students' Council.

The General Regulations for Students and the Student Charter set out standards of behaviour expected of all those studying at the College, while the Code of Conduct and the Behaviour at Work Policy set out the standards of behaviour expected of all employees of the College. These can be found on the College website.

When developing our policies we work in close partnership with all stakeholders.

For more information on issues relating to equality and for links to websites and resources, visit the Equality and Diversity link on the website.

Join in and learn more! Throughout the year, the College holds many events to highlight and celebrate diversity.

Equality and diversity at Stafford College

Here at Stafford College we are committed to developing a culture of openness and where everyone is valued equally.

Issues of equality and diversity are an integral part of everything we do across the whole college. Our equality and diversity committee oversees legislative and policy requirements and monitors closely progress with the E&D action plan.

The committee also helps to promote the various equality and diversity strands.

Regular events are held throughout the year to promote the various stands and to raise awareness among students and staff.

A large annual event involving the whole college to celebrate cultural diversity is held during May each year.

Events are publicised via the E&D notice board in reception, via the website and elsewhere. Further information can be found in the E&D newsletter which is published each term and on the E&D website.