

Your responsibilities

Your responsibilities while studying or working at Stafford College are:

- not to discriminate against anyone because of their sexual orientation
- not to harass or victimise anyone because of their sexual orientation-this may include making homophobic remarks or jokes or offensive comments relating to a person's sexuality
- to challenge or report any unacceptable behaviour witnessed
- as a member of staff, you must be aware of the regulations on sexual orientation and help to promote equality in all activities.

Sexual orientation equality at Stafford College

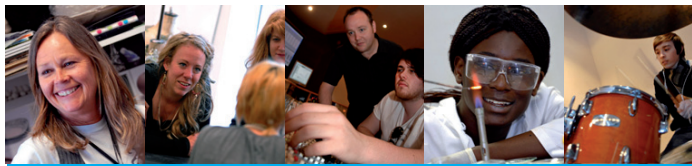
We do not currently collect data concerning the sexual orientation of our staff and students as part of our recruitment process.

However, nationally it is estimated that six percent of the population are gay, lesbian or bisexual.

Our Equality and Diversity Policy, Behaviour at Work Policy, General Student Regulations and our Student Charter cover the standards of behaviour that we expect from our staff and students and include respecting and valuing people regardless of their sexual orientation.

Our inclusive approach to staff policies regarding pensions, special leave, bereavement, adoption and maternity support leave mean that same-sex partners now receive equal benefits.

The Student Council is considering setting up a Lesbian, Gay, Bi and Trans (LGBT) group. For more information contact LGBT@staffordcoll.ac.uk



Sexual orientation equality facts

- nearly half of the UK's estimated three million homosexuals do not reveal their sexuality to all those they work with (Personnel Today)
- one in ten gay men and one in eight lesbians were harassed at work during 2006 because of their sexuality (Personnel Today)
- the current annual spend of gay people in the UK is estimate to be £70 billion (Stonewall)
- until 1967 male homosexuality was illegal in England and Wales (until 1980 in Scotland and 1982 in Northern Ireland)
- until 1992 homosexuality for both women and men was still considered a mental disorder by the World Health Organisation.



Legal background

- The Employment Equality (Sexual Orientation) Regulations 2003 aim to ensure the privacy, respect and equality for all in employment, regardless of their sexual orientation.
- The Regulations make it unlawful to discriminate against workers because of their sexual orientation.
- It is also unlawful to discriminate in relation to vocational training, which in this legal context expressly includes all students in Higher Education.
- The legislation protects everyone – whether you are gay, lesbian, bisexual or heterosexual.
- It protects those who are believed to be of a particular sexual orientation, whether or not they actually are.
- Those who are treated less favourably because they are associated with gay or bisexual people are also protected.
- Subjecting someone to harassment because of their sexual orientation is illegal.
- Victimising someone because they have made or intend to make a complaint of discrimination on the grounds of sexual orientation is also illegal.

Your rights

Your rights while studying or working at Stafford College are:

- the right to work or study in an environment free from discrimination, harassment or victimisation on the grounds of your sexual orientation.