

Equality & Diversity Policy

{Approved by the Corporation Human Resources Committee on 17 April 2007}

1. Statement of intent

South Kent College is committed to provide a learning, working and social environment in which the rights and dignity of all its members are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying. This right extends to all actual or potential students or employees, visitors, workers and contractors.

2. Policy

South Kent College in pursuit of providing a stimulating, diverse and participative learning environment is committed to ensure that in the recruitment, selection, education and assessment of students, the only consideration must be that the individual meets, or is likely to meet the requirements of the course. Similarly, in the recruitment, selection, training, appraisal, development and promotion of staff the only consideration must be that the individual meets, or is likely to meet the requirements of the post.

These requirements being met, no student or employee will be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality (within current legislation), disability, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

In order to demonstrate our commitment to equality and diversity the College will:

- Ensure all policies and procedures adhere to current legislation and to sector best practice
- Seek to promote equality with all our customers and external partners
- Promote the reputation of the College as an equal opportunity employer and provider of education and learning
- Actively review data and take action to promote equality and diversity
- Take positive action to rectify under-representation and to provide positive support to learners to achieve equality of opportunity
- Undertake equality impact assessments when reviewing or implementing any policy, procedure or service
- Establish an equality and diversity forum to monitor, promote and report on the development of South Kent College's commitment to equality and diversity.
- Promote within teaching and learning the principles of equality and diversity
- Wherever possible, design course structures in a flexible way in relation to life circumstances and learning needs of students.

3. Monitoring and Review

South Kent College is committed to a programme of action to ensure that this and other equality policies are implemented and monitored at an organisational and individual level. The Board will therefore receive an annual report on equality and diversity containing a review on progress on implementing the Policy and recommendations for revision where appropriate.