



## **SINGLE EQUALITY SCHEME**

### **INTRODUCTION**

The Single Equality Scheme incorporates the College Equal Opportunities Policy and should be read with the following policies as appropriate:

Anti-Bullying Policy

Dignity at Work Policy

Social, Moral, Spiritual and Cultural Policy

The Equality Act 2010 provides a single consolidated source of discrimination law, covering all the types of discrimination that are unlawful. The Equality Act states that the College has a general public duty to tackle discrimination, to promote equality of opportunity and to encourage good community relations between all people involved with the College (staff, students, governors, parents/carers, volunteers and alumni). This is known as the Public Sector Equality Duty. The College is also guided by the Department of Education document 'The Equality Act 2010 and Schools' (2014).

The College is also required to publish information to demonstrate how it is complying with the Public Sector Equality Duty and to prepare and publish equality objectives.

### **OUR COMMITMENT**

At Wymondham College, we seek to promote and create a fairer school community where everyone can participate and fulfil their potential. We also recognise individual differences and seek to ensure that everyone is treated as an individual while placing positive value on diversity within the College.

The College is committed to equality in all aspects of the College's work and commits to:

Treating all members of the College community – governors, employees, students, applicants, contractors, volunteers and visitors – with respect, with dignity and as individuals;

Providing a positive working and learning environment free from discrimination, harassment and victimisation, in which people feel valued and fulfil their potential;

Striving for excellent practice in quality issues, in all aspects of College life – learning, teaching, employment, environment and services;

Ensuring that all staff and students are aware of their legal and moral obligations and actively promote a culture of equality and celebrate diversity.

## **PROTECTED CHARACTERISTICS**

It is unlawful to discriminate a student or prospective student because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

## **ASSOCIATION**

It is unlawful to discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom a student is associated.

## **PERCEPTION**

It is unlawful to discriminate because of a characteristic which you think a person has even if you are mistaken.

## **UNLAWFUL BEHAVIOUR**

The Act defines four kinds of unlawful behaviour:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Further guidance on how these types of behaviour apply in schools is provided in the 2014 Department of Education Guidance on the Equality Act.

## **CURRICULUM**

Although the content of the school curriculum is excluded from the Equalities Act 2010, the way that a school provides education is included. Further guidance on what might

or might not be acceptable is contained in the 2014 Department of Education Guidance.

### **ACTS OF WORSHIP**

Further information is provided in the College Worship Policy.

### **DISABILITY**

Further information is provided in the College Disability Access Plan.

### **SCOPE OF THIS SCHEME**

This document is intended to provide the framework for the College's compliance with the Equality Duty. It is not intended to replace existing policies on equality issues. Equally detailed guidance will be taken from the Department of Education document: The Equality Act 2010 and Schools (May 2014).