



# **Single Equality Scheme**

**“Promoting Equality and Embracing Diversity”**

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Updated May 2019

# Hull College Group Single Equality Scheme

## Introduction

Hull College Group's mission statement is: 'Innovative and enterprising people enabling excellent learning for employability and social fulfilment.'

Hull College Group is a large, complex and multi-sited organisation with campuses in Hull, Harrogate in North Yorkshire and Goole in the East Riding, catering for a wide range of students with varying needs, attainment levels and socio-economic disadvantage and providing a variety of delivery models.

According to Census 2011 data, the city of Hull has a population of 256,400, 10.3% of whom are from the Black and Minority Ethnic (BME) community. Harrogate District has a population of 157,900 of which 8.3% are BME (Census 2011). Goole's population is 20,810, with a BME community of c.11% although local studies suggest that 1 in 5 people in the Goole area are now migrant workers from the EU and elsewhere.

The Single Equality Scheme was devised to unify previously separate Equality Schemes, to create a consistent approach to equality, eliminate harassment and discrimination, and advance equality of opportunity. This has been further strengthened by the Public Sector Equality Duty introduced by the Equality Act 2010, which has expanded the range of characteristics protected from discrimination.

The protected characteristics are:

- Sex
- Sexual Orientation
- Race/Ethnicity
- Disability
- Religion or Belief
- Gender reassignment
- Age
- Marriage and Civil Partnership
- Pregnancy and Maternity

The Group also acknowledges the huge impact education can have on socio-economic disadvantage and the influence the Group can have with strategic partners and local authorities to effect positive change.

Aspects of equality are monitored via our Management Information System which assists with setting Equality and Diversity objectives. An annual Students' Perception of College Questionnaire is invaluable in assisting the Group with feedback, as do our various staff and student committees and focus groups. Supporting this approach is a network of staff located in each curriculum area.

The Group monitors student and staffing information by a range of protected characteristics which it reviews and sets targets from annually.

## Hull College Group Single Equality Scheme

### The College Group is committed to:

- Upholding the Group's key expectations: Excel, Respect, Innovate and Celebrate.
- eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act.
- advancing equality of opportunity for **all** people whether they share a relevant protected characteristic or not.
- fostering good relations between people who share a relevant protected characteristic and those who do not.

### Equality vision, values, and principles

Hull College Group celebrates and values diversity in the student and staff population and across its diverse communities. We have an outstanding history of working to positively encourage participation and support a wide variety of students. We seek to reflect this in the continued development of our organisation. In addition to providing positive role models for our students, the Group benefits from employing and investing in a range of people at all levels of responsibility.

We treat all students and employees with respect and dignity and aim to provide an environment free from discrimination, bullying, harassment and victimisation.

### Actively engaging with people

We actively involve people from diverse communities in identifying barriers and areas for development, in setting priorities for action planning and in the continuing review of the Single Equality Scheme. This is monitored via our Group Welfare Committee.

The Group understands that its sphere of influence stretches beyond its current students and staff and involves local, national and global communities. We therefore recognise securing the participation of a wide range of stakeholders is crucial. This includes students, staff, trade unions and relevant external agencies, and with our partners providing guidance for best practice, positively demonstrates our Corporate Social Responsibility.

The Group holds annual activities and events to promote tolerance, greater acceptance, and increase awareness. These 'Key Themes' provide a focus that celebrates the diverse range of staff and students across the organization.

The Group's committee structure ensures full participation in decision making. Its student and staff intranets and the external web site are used to ensure accessibility. The Group has a dedicated equality and diversity area on its intranet.

## **Hull College Group Single Equality Scheme**

### **Leadership and Management**

Equality and Diversity management is led by the Group's Equality and Diversity Manager and reports to the Group Welfare Committee which reports to Governors. A whole organisational approach to the Single Equality Scheme is achieved by its integration into strategic planning and Equality and Diversity is an integral part of the self assessment process.

All staff of the Group contractually commit to take responsibility for eliminating discrimination and promoting equality.

Materials on equality and diversity are available from a variety of sources for staff to use at induction, in tutorials and staff development. Equality policy and procedures are a compulsory component in all student and staff induction programmes. Equality, Diversity and Citizenship are a large part of the study programme.

The Group has a rolling programme of equality and diversity training which is based on or around different equality themes, with particular regard to local issues.

All staff are responsible for equality and diversity in teaching, learning and assessment throughout the Group.

### **Equality Analysis (EA) and Equality and Diversity Monitoring**

We use an Equality Analysis process to assess the effect on the different equality groups of all our organisation's services and functions. This includes a detailed, systematic analysis of the impact of policy, procedures, plans and practices to assess whether there is a positive, negative or differential impact on the people that these are designed to support. EAs are reviewed on the agreed date for each policy renewal (or earlier if any equality issues are identified).

Enrolments, retention and achievement of students in relation to age, disability, ethnicity and gender are monitored regularly at all levels across the Group for students, by the Management Information System. Monitoring of other protected characteristics has been extended and developed through voluntary disclosure during the enrolment process .

### **The Single Equality Scheme in Action**

The Group's Single Equality Scheme and action and improvement plan is published on the Group's websites and intranet. The Scheme is made available to staff, students, and stakeholders in accessible formats and is cross referenced in the Group's Self Assessment Report.

Our Single Equality Action and Improvement Plan demonstrates the steps we take to implement the Single Equality Scheme.

## Hull College Group Single Equality Scheme

The action plan reflects:

- Strategic priorities of our organisation
- Priorities for each protected characteristic
- Measurable indicators of progress towards outcomes
- Lines of accountability and commitment at all levels

The following aims for 2017 onwards overarch the latest action and improvement plan from which more specific, measurable objectives have been developed:

1. To further develop how the Group collects and reports on information about the characteristics of our staff and students. This includes information on: age, gender, disability, race/ethnicity, religion/faith/belief, sexual orientation, pregnancy & maternity, and marriage & civil partnership. This will help us to understand the profile of our college community, identify potential support issues, gaps and set realistic targets.
2. To continue to ensure that relevant decision-making, policies, procedures, plans etc are appropriately assessed for the way they may impact on equality groups, through the process of Equality Analysis.
3. To continue to develop a culture of respect across the Group where everyone feels valued and included.
4. To ensure that all staff, students and potential members of the college community can understand and support the Group's commitment to treating everyone equally and valuing their differences as set out in its Single Equality Scheme and Action Plan.
5. To provide college sites and services that are accessible to all.
6. To ensure the curriculum remains inclusive and reflects the Group's commitment to equality and diversity, and meets the needs of our communities.

### Responsibilities

It is the responsibility of all staff and students to uphold the Group's Single Equality Scheme and values.

### Related Procedures, Codes of Practice, Guidance Documents

- Single Equality Scheme Action Plan
- Staff Handbook
- Student Journey Handbook
- Local offer
- Equality and Diversity materials
- All Group policies

## Hull College Group Single Equality Scheme

### Policy checklist

|                                      |   |
|--------------------------------------|---|
| Senior manager responsible           | Group Director of Learner & Customer Services |
| College Committee                    | Group Welfare Committee                       |
| Date of next procedure/policy review | January 2021                                  |
| Date Equality Analysis agreed        | January 2015                                  |