

## **Equality and Diversity Summary**

This is about creating a fairer society where everyone can participate and has the same opportunity to fulfil potential. Diversity is not an 'initiative' it is an ongoing core aim and a core process.

Equality Act 2010: This Act provides a modern single legal framework with clear streamlined law to more effectively tackle disadvantage and discrimination.

JFC is committed to the policy of equity of treatment of all employees, learners and applicants, and requires all employees and learners to abide by and adhere to this general principle and the requirements of the Code of Practice issued by the Equal Opportunity Commission and the Commission for Racial Equality. JFC embraces diversity in all its aspects, and aims to employ a workforce, which reflects at every level, the community it serves.

- 1) All employees and learners are expected to abide by the requirements of the Race Relations Act 1976 which was amended in 2000, Sex Discrimination Act 1975, and the Disability Discrimination Act part 4 (SENDA). Specifically discrimination is prohibited in:
  - a) Treating any individual on the grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability, age or membership or non-membership of a Trade Union, less favourably than other;
  - b) Expecting an individual solely on the grounds stated in item (1a) to comply with requirement(s) for any reason whatsoever related to their employment or studies, which are different to the requirements for others;
  - c) Imposing requirements on an individual, which are, in effect, more onerous on that individual than they are on others.
  - d) Harassment of an employee, learner or any third party (which for the purpose of this policy, and the actions and sanctions applicable thereto, is regarded as discrimination);
  - e) Any other Act or omission of an act, which, as its effect, places an employee, learner or applicant at a disadvantage against another (or others) purely on the above grounds. Thus, in all disciplinary matters it is essential that merit, experience, skills and temperament are considered as objectively as possible.

## **CODE OF PRACTICE: Notes for implementation**

JFC is committed to the policy of equality of treatment of all employees, learners and applications, and requires all employees and learners to abide by and adhere to this general principle and the requirements of the Codes of practice issued by the Equal Opportunities Commission and the Commission for Racial Equality. The College embraces diversity in all its aspects, and aim to employ a workforce, which reflects, at every level and the community it serves.

- 2) All employees and learners are expected to abide by the requirements of the Race relations Act 1976, Sex Discrimination Act 1975, and the Disability Discrimination Act 1995. Specifically discrimination is prohibited in:
  - g) Treating any individual on the grounds of gender, colour, marital Status, race, nationality or ethnic or national origin, religion, sexual

Orientation, disability, age or membership or non-membership of a Trade Union, less favourably than others;

- h) Expecting an individual solely on the grounds stated in item (1a) to comply with requirement(s) for any reason whatsoever related to their studies, which are different to the requirements for others.
  - i) Imposing requirements on an individual which are, in effect, more onerous on that individual than they are on others.
  - j) Victimisation of an employee or any third party;
  - k) Harassment of an employee, learner or any third party (which for the purposes of policy, and the actions and sanctions applicable thereto, is regarded as discrimination).
  - l) Any other act, or omission of an act, which, as its effect, places an Employee, learner or applicant at a disadvantage against another (or others) purely on the above grounds. Thus, in all disciplinary matters it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- 3) JFC commits itself to the investigation of any claims of discrimination on the grounds stated in item (1a), and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary), and the rigorous investigation of any employee or learner accused of discrimination and the circumstances surrounding such allegation.
- 4) Any employee or learner found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against JFC's Policy, any employee or learner offending will be dealt with under the disciplinary procedure.
- 5) JFC recognises the right of an employee to belong to, or not to belong to, a trade union, and membership or non-membership of such a union will not be taken into account in any way during the career of the employee.
- 6) JFC commits itself to the employment of disabled personnel whenever possible and will treat such employee in aspects of their recruitment and employment in exactly the same manner as other employees. The difficulties of their disablement permitting assistance will be given, whenever possible, to ensure that disabled employees are helped in their journeys to and from their place of work, in access to their workplace, in gaining access to facilities on JFC premises, and in progressing in their career, subject only to the opportunity existing, the applicant's suitability, talent and wish for it. Appropriate training will be made available to members of staff who request it. JFC welcomes ideas whereby its facilities can be made user-friendlier for the benefit of disabled employees.
- 7) JFC also commits itself to the acceptance of disabled learners wherever possible, and will treat such learners in aspects of their learning experience in exactly the same manner as other learners, the difficulties of their disablement permitting. Assistance will be given to ensure that disabled learners are helped in their journeys to and from JFC, in access to the learning environment and services provided and in progression to further learning or employment. JFC welcomes ideas whereby its facilities can be made more user-friendly for the benefit of disabled learners.

- 8) Employees and learners are expected to comply with the principles of this policy at social events, or work experience placements arranged by, or under the auspices of JFC.

### **Disability Statement**

The aim of this statement is to ensure that no person receives less favourable treatment on the ground of his or her disability. JFC will adhere to the principles of the Disability Discrimination Act 1995 in regards to employment and training. Therefore JFC will ensure the following:

- Not to treat a disabled person less favourably for any reason relating to their disability
- Provide reasonable adjustments for disabled employees and members using JFC facilities where possible.

JFC recognises the wide definition of a disabled person that includes physical or sensory impairment, dyslexia, dysphasia, medical conditions, including (HIV, Cancer and MS), mental health and learning difficulties.

JFC strives to provide an environment, which, both encourage, people with disabilities to seek employment with the company as well as providing an accessible training environment.

Discrimination is deemed to have occurred when:

- A disabled person is treated less favourable than someone else
- The treatment is for a reason relating to the person's disability and that treatment cannot be justified
- There is failure to make reasonable adjustment and failure cannot be justified

Disability discrimination will include, as part of the induction on diversity and equal opportunity, for all staff, and training for staff in disability issues will be offered as appropriate. In this way, we will be actively promoting Disability Equality.

All JFC evaluation forms will offer disabled participants the opportunity to comment on the facilities available to them.

JFC will act on the feedback given pertaining to issues relating to a disabled person's needs or discrimination of a disabled person. Furthermore, based on constructive feedback, JFC will make reasonable adjustments where possible.

This statement is part of the process of change and in line with government legislation will be reviewed annually. This will include an annual audit of the facilities and materials made available to support the need of the disabled individual using JFC premises and services.

### **Gender Reassignment**

The protected characteristic of gender reassignment is defined as where a person has proposed, started or completed a process to change his or her sex. A transsexual person has the protected characteristic of gender reassignment; a person is no longer required to be under medical supervision to be protected.

JFC Training College celebrates and values the diversity of its workforce and learners. It aims to create an environment in which all staff and learners feel equally welcome and valued, and in which transphobic behaviour is not tolerated.

The Equality Act 2010 includes gender reassignment as one of nine protected characteristics. The Act covers direct and indirect discrimination and harassment because of gender reassignment – whether it is perceived, actual or associated.

The Act offers far reaching protection from discrimination on grounds of gender reassignment and protects:

- a person who has proposed, started or completed a process to change their gender;
- trans people who are not under medical supervision
- people who experience discrimination because they are perceived to be trans
- people from discrimination by association because of gender reassignment.

The college recognises that there can be differences between a person's anatomical gender and their gender identity/expression. The college will not discriminate against people on the grounds of transvestism, transsexualism, intersex conditions or any process of gender reassignment, begun or complete.

The college will ensure that:

- Learners will not be denied access to courses, progression to other courses, or fair and equal treatment because of their gender identity.
- The curriculum does not rely on or reinforce stereotypical assumptions about trans people, and that it does not contain transphobic material.
- Where a person's trans status is known, their confidentiality will be respected and information about their trans status will not be revealed without prior agreement of the individual.
- Staff will not be excluded from employment or promotion because of their gender identity.
- The college undertakes to remove any such propaganda from its premises and to take action against those responsible.

The college will provide a supportive environment for staff or learners who wish their trans status to be known. However, it is an individual's right to choose whether they wish to be open about their gender identity. All staff and learners at the college are responsible for upholding the college's policy concerning gender identity, for fulfilling their part in its implementation and for availing themselves of information in this regard.

#### **Staff recruitment and student applications:**

The College will be flexible about the form of identification asked for during the recruitment/application process. Where a birth certificate or passport is essential, candidates will be assured that the college will keep confidential former names or gender.

#### **Harassment**

Any incidents of misconduct, harassment, bullying or victimisation will not be tolerated by the college and will be dealt with as quickly as possible in accordance with by the management team.

## **Marriage and Civil Partnership Policy Statement**

This policy statement sets out how JFC Training College will work towards the promotion of marriage and civil partnerships in all of its activities.

### **Definition**

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.

The Equality Act states that you must not be discriminated against anyone in employment or training because they are married or in a civil partnership. Only in some specified circumstances an employer can refuse to employ someone because they are married or in a civil partnership if the work is for the purposes of an organised religion, for example as a Catholic priest.

JFC Training College will not tolerate any form of discrimination against anyone including same sex couples. To this end, the college will work to comply with all requirements set out in the Marriage (Same Sex Marriages) Act 2013 and the Equality Act 2010 with regard to this protected characteristic.

The college is committed to challenging discrimination and inequality with regard to marriage and civil partnership status in all its practices and activities. The senior management team affirm their responsibility for implementing equality for everyone regardless of marriage and civil partnership status in all activities and responsibilities of the college.

### **Pregnancy and Maternity**

Pregnancy refers to women who are pregnant, whilst maternity covers a period of 26 weeks after birth. In relation to the College, the Equality Act prohibits discrimination because of pregnancy and maternity in employment, education and in the provision of goods and services. This means that a learner who wishes to study at the college should not be excluded from admittance because she is pregnant or has recently given birth.

JFC Training College is committed to challenging discrimination and inequality with regard to pregnancy, maternity and paternity in all its practices and activities. The senior management team have the responsibility for implementing equality for everyone regardless of pregnancy, maternity and paternity in all activities.

The college will not tolerate any form of discrimination against anyone including people who are pregnant or people who are, or will be on maternity, paternity or adoption leave. The college will work to comply with all requirements set out in the Equality Act 2010 with regard to this protected characteristic.