



# Equality Policy Statement

Chesterfield College has a commitment to equality of opportunity for all and seeks to eradicate discrimination by recognising the needs of each person as an individual. It undertakes to review its policies and practices on a regular basis to ensure they are consistent with equality objectives. The College's Equality Policy relates to employment, education and training. All aspects of college provision relating to both internal and external customers and staff are covered by the Policy.

The policy statement refers to staffing matters, College facilities, student services and educational policy. Whilst recognising that the primary responsibility for the eradication of discrimination and the promotion of equality lies with the employer, it is the responsibility of everyone within the College community to promote equality and avoid unlawful discrimination.

## **Staff Recruitment**

The aim of an equality in employment policy is to ensure that the composition of the workforce reflects the proportion of women, ethnic minority and disabled people in the community at large. An employment profile is readily available and monitored. Staff recruitment practices seek to ensure that these groups are represented in all areas and at all levels of employment.

## **Appointments and Promotions**

Clear and consistent procedures in respect of advertising, short-listing, interviewing and appointing shall regularise practices across the College and safeguard against direct or indirect discrimination. Applications for all posts are monitored.

## **Staff Development**

Care has been taken in the College Strategic Plan to ensure that staff development opportunities are available to staff. Consideration will be given to the positive role of staff development in promoting equality. The College will encourage the development of in-house equality staff training and encourage staff participation in relevant local and national equality training events. The College continues its commitment towards the National Investors in People Standard.

## **College Facilities**

College facilities are reviewed regularly in the light of equality to ensure that the needs of particular groups of staff and students are not overlooked. The College will endeavour to provide childcare provision, access to buildings for disabled people and adequate toilet facilities for all members of the College community.

## **Library and Resources**

All aspects of the Equality Policy will apply to the Library and its Resources Centres particular references to books, video and audio tapes. The Library continues to acquire materials on equality to be used as a resource by students and staff.

## **College Culture**

Care has been taken to create an open and friendly atmosphere in the College. The environment will ensure that no group feels isolated and uncomfortable in the institution.

## **Marketing and Publicity**

All members of the College community are made aware of the College's commitment to equality. An equality statement appears in the College prospectus and staff handbooks. Course leaflets are reviewed in the light of equality to ensure that they do not discourage applications from particular groups. Care will be taken not to reinforce stereotypes when using photographs to promote the work of the College.

## **Student Recruitment**

Every effort has been made to promote equality in student recruitment. Student admissions procedures will promote equality.

## **Curriculum Review**

Through the College's quality procedures the curriculum is regularly reviewed to ensure equality is promoted in the content, delivery and management of the curriculum. To this end procedures are in place to avoid stereotyping in the content of courses and to ensure that learning materials are non-discriminatory. Through inclusive learning strategies individual learners of different abilities are supported to enable them to achieve their full potential. The College promotes widening participation and provision is organised to support people from all backgrounds.

## **Implementation and Evaluation**

Whilst all members of the College community have a responsibility for the implementation of the Equality Policy, the College Senior Management and the Corporation have a responsibility to monitor and evaluate its implementation. Report will be submitted to the Corporation, and also the Academic Board for curriculum areas, to evaluate aspects of the Policy.