



Equality, Diversity & Inclusion Policy

REF NO. QTL-CUR-007

Approved by Governors

Strategy/Policy Responsibility: Senior Leadership Team (SLT)	
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Equality, Diversity & Inclusion Policy

1. Purpose

This policy sets out Sutton College's approach to equality, diversity and inclusion. Sutton College is an open and inclusive place to work and study, where those of all faiths and none are welcomed, regardless of their faith, age, gender expression, race, ability, disability, sexual orientation and economic status. We are a College that encourages the expression of difference and that celebrates the rich diversity to be found in our staff and learner bodies.

2. Scope

This policy applies equally to all learners, to all employees (whether sessional, part-time or full-time) and also to all associated persons such as governors, agency staff, contractors, subcontractors and others employed under a contract of service by Sutton College.

This policy applies to Sutton College staff/governors and Sutton College learners and relates to conduct in Sutton College centres and also to conduct outside of College buildings that is related to their work or studies which may impact on Sutton College (e.g. the expression of views on social media that are contrary to the commitments expressed in this policy and that could be attributed to Sutton College).

This policy operates in accordance with the principles outlined in the London Borough of Sutton's Equality and Diversity Framework.

3. Equality, Diversity and Inclusion at Sutton College

Sutton College believes in:

- removing any barriers which act to disadvantage particular groups or which serve to limit their progress or opportunity of choice
- providing equal access to a range of learning opportunities to support the wellbeing and professional and personal development of all
- supporting collective efforts locally, nationally and internationally to challenge and eliminate discrimination and prejudice in all its forms to help create stronger and fairer societies

4. Sutton College's commitment

Sutton College oppose all forms of unlawful and unfair discrimination. Every employee and learner at Sutton College is entitled to a working and learning environment that promotes dignity, equality and respect for all. Sutton College will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, learner, contractor, subcontractor, job applicant or visitor.

Sutton College will not discriminate against, be biased towards or have reservations about any individual on the grounds of any of the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnic origin, colour, nationality and national origin)
- religion or belief
- sex
- sexual orientation

Allegations regarding potential breaches of this policy will be investigated in accordance with associated College policies and processes (e.g. Code of Conduct for Employees, Disciplinary Policy & Procedure, Recruitment and Selection Policy and Learner Code of Conduct). Disciplinary action will be taken against staff in cases where breaches are found to have occurred and, in instances of learner breaches, there will be exclusion from study.

5. Types of Discrimination

Sutton College will not tolerate staff or learner attitudes and behaviours that amount to discrimination. The following forms of discrimination (as defined in law) are prohibited under this policy:

- **Direct Discrimination**
(When someone is treated less favourably than another person because of a protected characteristic.)
- **Associative Discrimination**
(When someone discriminates against an individual because they associate with another person who possesses a protected characteristic.)
- **Discrimination by Perception**
(When someone discriminates against an individual because they think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.)
- **Indirect Discrimination**
(When a seemingly neutral rule/directive that applies to everyone has the effect of putting a particular group at a disadvantage.)
- **Dual Discrimination**
(When someone is treated less favourably because of a combination of two relevant protected characteristics.)
- **Detriment Arising From a Disability**
(When a disabled person is treated unfavourably because of something connected with their disability.)
- **Victimisation**
(When someone is treated unfavourably, disadvantaged or subjected to a detriment because they have made or supported a complaint of discrimination or raised a grievance)

under this policy or because they are suspected of doing so. However, an employee or learner is not protected from victimisation if they have maliciously made or supported an untrue complaint.)

- Harassment

(When someone has their individual dignity violated or when the environment in which they work or study has been made intimidating, hostile, degrading, humiliating or offensive by the actions of someone else.)

6. Recruitment at Sutton College

The recruitment and selection process (for prospective staff, prospective governors and for prospective learners) will deliver outcomes based on an individual's own merits. Candidates' aptitude and ability will determine their suitability and decisions will be made impartially and objectively.

7. Working and Studying at Sutton College

Sutton College, through the implementation of its Equality, Diversity and Inclusion policy and associated values, strive to create a culture of tolerance and respect for all. We aim to engender an environment in which staff and learners feel valued, in which they experience a sense of belonging and in which they are empowered to move forward positively in their lives.

All Sutton College staff receive training in Equality, Diversity and Inclusion to help them contribute supportively and actively towards the College's vision and ethos and to enable them to promote positively the principles of this policy.

All Sutton College learners have features of Equality, Diversity and Inclusion embedded into their learning programmes to help them develop the skills, behaviours and attitudes necessary to challenge intolerance and discrimination in all forms.

Through extending equality of opportunity to all, Sutton College believe we best enable staff and learners to realise their full potential.

8. Sutton College's Legal Duties

As a public body, Sutton College is additionally subject to public sector equality duties under the Equality Act 2010.

Sutton College recognise the importance of monitoring and reporting on our Equality, Diversity and Inclusion policy and assessing its effectiveness. These activities are undertaken termly within the College's Equality, Diversity and Inclusion Group.

Sutton College's Equality, Diversity and Inclusion policy will be reviewed annually.