



**EQUAL OPPORTUNITIES  
POLICY STATEMENTS**

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## **EQUAL OPPORTUNITIES POLICY CORPORATE STATEMENT**

“City College is committed to ensuring equality of opportunity for all who learn and work here. The success of our students and the performance of our staff is very important to us and our aim is to ensure that everybody has an equal opportunity to succeed. We respect and value positively differences in race, culture and religion, gender, disability/exceptional need, social class, sexual orientation and age. We will strive vigorously to remove conditions which place people at a disadvantage and will actively combat bigotry and discrimination.

This policy will be resourced, implemented and monitored on a systematic basis. The policy will be underpinned by procedures, equality impact assessments, codes of practice and the equality scheme. All procedures of City College must recognise and adhere to this policy. The person responsible for ensuring this policy is implemented and monitored is the Principal.”

# GENERAL POLICY STATEMENT OF INTENT

## BACKGROUND

City College provides education and training to a large number of diverse students and employs over 600 staff. We have, for many years, served communities, rich in diversity, by providing opportunities which can lead to access to employment and progression to Higher Education.

The college actively challenges barriers to equality of opportunity and achievement in education, training and employment.

## POSITION STATEMENT

Our Equal Opportunities Policy declares our commitment to remain vigilant and to challenge continuing barriers to participation, achievement, success and progression.

In addition to this policy the college has an equality scheme which details our commitment to eliminating discrimination, promoting equal opportunities and developing good relations. The equality scheme is based on best practice and fulfils the statutory duties in accordance with the relevant Disability, Gender and Race legislation. There are also a number of policies and procedures which underpin this policy and support its implementation.

## GENERAL PRINCIPLES

- 1 The College will challenge inequality, prejudice and discrimination.
- 2 The College works towards equality of opportunity in education, training and employment for all people.
- 3 Our education and training promotes respect for the cultural, social and linguistic diversity of our communities. Our recognition of these diversities underpins the College's strategic planning, management and learning delivery.
- 4 We will treat all students with respect and dignity, and seek to provide a learning environment free from harassment, discrimination and victimisation. We will not tolerate any form of harassment or discriminatory behaviour against our students, either from other students, employees, members of the public, workplace providers, outside contractors, or visitors.
- 5 We will promote a range of learning strategies which supports and enables students to succeed in their studies. Learning strategies will build positively on the diversity of experience and knowledge which students bring to the College.
- 6 We will create an environment which is accessible, stimulating, encouraging and supportive of working, learning, achieving and succeeding.
- 7 All students will have their achievements recognised and where relevant accredited.
- 8 We will provide or work with others to ensure that the appropriate learning support is available for each student.

- 9 We will provide education and training which fosters questioning, enquiry and critical approach to knowledge. We will ensure that students acquire the critical, analytical and evaluative skills which enable them to be proactive in their learning and to work as independent students and responsible citizens.
- 10 We will work to create a safe environment which is accessible to all for working and studying.
- 11 We will promote actively the College's Equal Opportunities Policy in our contact with external organisations.
- 12 We will embrace diversity in all its aspects, and aim to employ a workforce which reflects, at every level, the community and the students it serves.
- 13 We will treat all employees with respect and dignity, and seek to provide a working environment free from harassment, discrimination and victimisation. We will not tolerate any form of harassment or discriminatory behaviour against our employees, either from other employees, students, or members of the public.
- 14 In seeking to achieve a balanced workforce at all levels, we will ensure that no employee, job applicant or candidate for promotion will be disadvantaged, or treated less favourably because of conditions or requirements that are not related to the job. Reasonable adjustments will be made to arrangements and premises to ensure equal access for people with disabilities.
- 15 We will proactively uphold all aspects of legislation relating to equality of opportunity.
- 16 Staff and Governor training will be given in all aspects of this policy
- 17 Failure to adhere to this policy by staff or students will lead to disciplinary action.

## **COMPLAINTS**

- 1 The College will seek to provide a supportive environment for those who make claims of discrimination or harassment.
- 2 Acts of discrimination (direct or indirect), harassment, victimisation or abuse will be treated as a serious disciplinary offence.
- 3 Students who feel they are being discriminated against by other students or members of staff should raise the matter under the Student Complaints Procedure.
- 4 Where students believe they have not been treated fairly, due to prejudice or discrimination they should first raise this through the College's Student Complaints Procedures.
- 5 If students feel that they have not been treated fairly due to prejudice or discrimination during a student disciplinary process, they should raise this with the Vice Principal: Curriculum Delivery or their Head of Faculty.
- 6 Staff who feel they are being discriminated against by other members of staff should raise the matter under the grievance procedure, which will, if the accusation is upheld, be treated as a serious disciplinary offence and dealt with under the College's conduct procedure.

- 7 If, in the course of their work, a member of the college staff suffers discrimination from members of the public, the college will take appropriate action and provide appropriate support.
- 8 Any discriminative behaviour directed against staff by students will be dealt with under the student disciplinary procedure.
- 9 Where staff believe they have not been treated fairly, due to prejudice or discrimination they should first raise this through the college's Grievance procedures.

## **RESPONSIBILITIES**

### **The Corporation**

- 1 The Corporation designates the Principal as having overall responsibility for equality issues. The designated person will ensure regular reports are made to the Corporation.

### **The Diversity Group**

- 2 There will be a college Diversity Group chaired by the Principal and it will promote policies and practices that ensure a college environment in which equality flourishes.
- 3 The group will periodically conduct equality audits of teaching and learning, student activities and services and employment practices, to include, for example: student recruitment, retention and achievement, success, student services, student disciplinary processes, curriculum development, staff selection, training and promotion practices, pay, grading, termination procedures.
- 4 The group will, for all aspects of college life, develop action plans as appropriate, analyse the data produced by monitoring, and propose positive action where necessary and any recommendations to the Senior Management Team on ways of addressing issues raised as a result of the data presented.
- 5 The membership of the Group will include representatives of staff and students. The group will operate within its terms of reference and will reflect the diversity of the college staff and students.

### **Managers**

- 6 It is the responsibility of all college managers to ensure that they operate fair and consistent management practices in both curriculum management and staff management. Managers should ensure any issues relating to equality of opportunity including those related to discrimination of any sort are dealt with immediately and in accordance with the relevant college policies and procedures.

### **All staff and students**

- 7 It is the responsibility of all staff and students to adhere to and to uphold the College policy on equality and to work and study within the values as laid out in this policy.

## MONITORING

- 1 We will undertake to conduct comprehensive and effective monitoring of all aspects of the student body and staffing and report regularly on the success of the policy.
- 2 We are committed to the collection of statistics, analysis of data and presentation of data, as well as monitoring on an ongoing basis and as student and employment policy and practices change.
- 3 The college will monitor the following:
  - the composition of the existing student body and recruitment, retention and achievement and success;
  - the workforce and the recruitment process, looking at the workforce with reference to ethnicity, disability and gender, in particular.
- 4 The college will also categorise employees according to grade; contract type, i.e. whether full-time or part-time, permanent or temporary; age; length of time in post; place of work, salary, caring responsibilities. Records should also be kept of training, appraisals, promotions, regradings and discretionary pay awards.
- 5 After the employment relationship has ended, the college may retain statistics; data about the composition of the workforce, including appraisal and promotion records on an anonymous basis for the purpose of carrying out equal opportunities monitoring, and may also look at reasons for resignation and resignation rates in the form of exit interviews.
- 6 Monitoring will be undertaken in accordance with best practice recommendations, particularly from bodies such as the Equality and Human Rights Commission (CHRE), Disability and Gender related associations, and with regard to data protection principles.

## POSITIVE ACTION

- 1 We undertake to follow positive action measures allowed by law to rectify under-representation and disadvantages within the student body and employment revealed by monitoring data.
- 2 **Positive action, allows the college to:**
  - provide facilities or services (in the form of training, education, or welfare) to meet the special needs of people from particular under-represented groups;
  - target job training at particular groups that are under-represented in a particular area of work;
  - encourage applications from groups that are under-represented in particular areas of work.
- 3 **Examples of positive action:**
  - Target training and development, formal qualifications and short courses in specific areas of work where there is under-representation, eg college management.
  - Introduce mentoring schemes to support the enhancement of skills and knowledge in particular areas of work, eg management.

- Target job shadowing at particular levels of staff to allow the development of skills and gaining of experience.
  - Provide secondment opportunities.
  - Target recruitment practices to include the use of advertising media, job specifications, encouraging applications from different racial groups, the offering of traineeship, mentoring and career progression opportunities.
- 4 Positive action strategies are intended to be temporary measures only. They must be kept under regular review, and they cannot be used once the special needs have been met, or if under-representation no longer exists. We will ensure that when using positive action as a strategy, it falls within the law.

## **REVIEW AND CONSULTATION**

- 1 This policy will be reviewed on a regular basis in accordance with legislative developments and the need for good practice by the Diversity Group and through existing consultation /negotiation arrangements with recognised trade unions, specific employee groups and staff.

The above statement of intent complements all other Statements of Intent specified as part of this policy. Its principles will be embedded in all our policies and procedures.

# EQUAL OPPORTUNITIES POLICY SUPPORTING STATEMENTS

## RACE EQUALITY POLICY

### INCORPORATING RACE, CULTURE AND RELIGION

#### POSITION STATEMENT

Both institutional and individual racism “can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages ethnic minority people.” [Macpherson]

City College recognises that students and staff can be discriminated against because of their colour, race, culture, ethnicity and religion. The College recognises its obligations under the Race Relations (Amended) Act 2000 and “**The General Duty to Promote Racial Equality**”.

#### SCOPE

The College recognises that institutional racism can exist, and that no organisation is immune to it.

We will aim to:

- **Eliminate unlawful discrimination**
- **Promote equality of opportunity**
- **Promote good relations between people of different racial groups**

The College will work towards the elimination of racism whether overt or covert, and will seek to ensure that individuals and communities have equal access to learning programmes and facilities.

Racial harassment will not be tolerated in any area of College life.

#### OUR COMMITMENT

- 1 We will take positive action to encourage the recruitment and increase the success rate of black and minority groups of students on all courses and at all levels. Our annual monitoring and quality improvement procedures will evaluate performance on all programmes.
- 2 We will implement actively anti-racist strategies which challenge racial stereotyping and promote high levels of achievement and success.
- 3 We will ensure that the curriculum addresses anti-racism.
- 4 We will value and accredit experiences and qualifications gained outside the UK in accordance with legislation and national guidance.
- 5 We will work to create a learning environment which is welcoming and supportive of black and minority ethnic groups of students and staff.
- 6 We will respect and, where necessary, provide for the practices which support students’ culture, heritage and religious beliefs.

- 7 We will seek to ensure that the ethnic composition of our staff matches that of our communities. Together with the Black Staff Commission we recognise that senior staff, from black and minority groups, are under-represented. We recognise the contribution they can make to student success.
- 8 We will work to secure the fullest participation of black and minority students and staff in College life, including the College's planning and decision-making processes. Regular reports on student success by ethnic composition will be made to the relevant Committees of the Corporation.
- 9 We will work actively with employers and their organisations to ensure black and ethnic minority groups of students gain quality work experience and employment.
- 10 We will ensure that Governors, staff, students and their sponsors (including work placement providers) are aware of our racial equality policy and the action needed for its implementation
- 11 We will ensure that staff, students and their sponsors (including work placement providers) are aware of the value placed upon equal opportunity and that action will be taken in the event of any breach of the policy
- 12 We will ensure that Governors and staff have access to comprehensive information, which assists them to plan, implement and monitor actions to carry out their responsibilities under the policy.
- 13 We will ensure that Governors and staff receive appropriate training in relation to the Race Equality Policy.
- 14 We will ensure the College's publicity materials present appropriate and positive messages about minority racial groups.
- 15 We will follow up all reported racist incidents involving staff and students and these will be reported to the Senior Management Team.

## **MONITORING**

- 1 The Diversity Group will play a pro-active role in the monitoring process and proposals of recommendations to address any issues. The monitoring process will be used to ensure that students and staff are treated fairly and not discriminated against. The monitoring process will be used to inform the setting of targets and the measurement of our progress in achieving them. We will collect and analyse the following information by racial group origin.
- 2 We will conduct comprehensive and effective monitoring of data, and will analyse and assess it to measure the college's performance and effectiveness.

- 3 **For Students:**

The following monitoring will take place:

- Racial group profiles of students
- Applications, success and failure rates for admission to programmes
- Retention and attendance rates
- Achievement rates
- Success rates
- Disciplinary action
- Complaints by students or their sponsors

- Student surveys

Regular reports of the ethnic composition of the student body and recruitment, retention and achievement data will be presented to the Diversity group as indicated above.

Reports via the Diversity Group will be presented to the Governors on the ethnic composition of the student body and recruitment, retention and achievement data.

#### 4 **For employees**

The following monitoring will take place:

- Racial group profiles of employees by grade/salary scales and type of work
- Job application rates
- Selection success rates
- Type of contract (permanent, temporary)
- Staff development
- Teaching and learning observation grades
- Promotion application and success rates
- Disciplinary/capability proceedings
- Grievances
- Exit surveys
- Staff surveys

5 Regular reports of the ethnic composition of the staff body and recruitment and selection data will be presented to the Diversity group as indicated above.

6 Reports via the Diversity Group will be presented to the Governors on the ethnic composition of the staff body and recruitment and selection data.

7 Staff survey will be undertaken annually.

### **ACTION PLANNING**

1 The College, through the Diversity Group will undertake, once the results of monitoring are available, to consider and recommend to the Senior Management Team, targets to reduce any disadvantage suffered by ethnic minority employees and students. If monitoring reveals that specific racial minority groups are disadvantaged, some targets may relate to those specific groups. The targets will be published annually in an Action Plan.

2 Positive action strategies where applied, are intended to be temporary measures only. They must be kept under regular review and cannot be used once the special needs have been met or if the under-representation no longer exists. The College will ensure that when using positive action as a strategy, it falls within the law.

### **RESPONSIBILITIES**

1 **Governors** are responsible for ensuring that:

- The membership of the Corporation reflects the diversity of the communities served by the College
- The College's strategic plan includes a commitment to race equality

- Equalities training features as part of the College's strategic plan
- They are aware of the Corporation's statutory responsibilities in relation to race legislation as an employer and service provider
- They receive and respond to the racial group monitoring information on students and staff.

2 **Managers** are responsible for ensuring that:

- The Principal and the Senior Management Team are responsible for taking the lead in creating a positive, inclusive ethos that challenges racist or inappropriate behaviour on the part of managers, staff or students
- They are aware of the College's statutory duties in relation to race legislation
- All aspects of College policy and activity are sensitive to racial issues
- They consider and act upon the recommendations made by the Diversity Group
- Racial group monitoring information is collected and analysed
- Targets are set for the recruitment, retention, achievement and success of students based upon the analysis of the racial group monitoring information
- Teaching observation reports include criteria on racial issues where appropriate
- Curriculum areas are required to assess performance in relation to racial issues and take action as appropriate
- The procedures for the recruitment and promotion of staff enshrine best practice in equal opportunities
- Targets are set on the recruitment and promotion of staff based upon the analysis of racial group monitoring information
- The College's publicity materials present appropriate and positive messages about minority racial groups
- Student induction programmes and tutorial programmes reflect the College's commitment to promote equality of opportunity
- Appropriate training and development for staff is provided to support the appreciation and understanding of diversity

3 **Staff** are responsible for ensuring that:

- They are aware of the College's statutory duties in relation to race legislation
- Their schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of cultural diversity
- They challenge as appropriate, inappropriate behaviour by students, work placement providers, outside contractors or other members of staff
- Support services provided demonstrate sensitivity to issues of cultural diversity
- The College and each of its individual staff do not tolerate any form of racism and ensure this is confronted.

## **PUBLICISING OUR RACE POLICY AND PROGRESS**

1 **To the public (including students, work placement providers and staff):**

- Our commitment to racial equality will be highlighted in our prospectus, annual report and annual financial statement
- A summary of the results of our monitoring information will be included in our annual report and annual financial statements, where this does not breach individual confidentiality.

**2 To students:**

- All students will receive a summary and a full copy of this policy. Copies of the policy will be available either through the internet or as hard copies and in different format if requested.
- The induction programme for students will highlight the College's commitment to racial equality, the action to be taken by students who suffer discrimination and the action to be taken against such perpetrators of discrimination
- Tutors will reinforce this information during tutorials or work-based monitoring visits.

**3 To work placement providers:**

- All work placement providers will receive a summary of their responsibilities under the policy and will signify their understanding of, and agreement to, these responsibilities
- The College will promote the requirement of students from under-represented groups to providers
- A summary of the results of racial group monitoring information will be included in the appropriate College publication sent to relevant employers.

**4 To staff:**

- All staff will receive a full copy of the policy available either through the internet or in different format if requested.
- The staff induction programme will highlight the College's commitment to racial equality, action to be taken by staff who suffer discrimination and the action to be taken against any perpetrators of such discrimination
- A summary of the results of our monitoring information will be included in the appropriate College publication (e.g. staff newsletter).

5 Any published information will have due regard for individual confidentiality.

## **COMPLAINTS**

Please refer to the complaints procedure as outlined in the General Principles section of the Equal Opportunities Policy.

## **REVIEW AND CONSULTATION**

Please refer to the Review and Consultation section as outlined in the General Principles section of the Equal Opportunities Policy.

## DISABILITY STATEMENT OF INTENT

### POSITION STATEMENT

City College will strive to ensure that no student or employee is discriminated against or denied any opportunity on the grounds of disability. We will take a positive approach to people with learning difficulties, and/or physical or sensory impairments, and/or medical conditions (including mental health difficulties). Our aim is to identify and remove any barriers which exist for disabled people and enable them to access as fully as possible all education and employment opportunities. We will work with disabled people to identify additional needs and make appropriate adjustments. Students will be supported by the relevant student support teams. Employees will be supported by our Human Resources team.

### SCOPE

The College recognises its obligations under the Disability Discrimination (Amended) Act 1995 and “**The General Duty to Promote Disability Equality**”.

We will aim to:

- **promote equality of opportunity between disabled people and other people**
- **eliminate discrimination that is unlawful under the Disability Discrimination Act**
- **eliminate harassment of disabled people that is related to their disability**
- **promote positive attitudes towards disabled people**
- **encourage participation by disabled people in public life**
- **take steps to meet disabled people’s needs, even if this requires more favourable treatment**

### OUR COMMITMENT

- 1 We will value disabled people’s achievements and support them to realise their potential.
- 2 Everyone who applies to the College for education and training will be assessed on their individual merits and their ability to undertake the course successfully.
- 3 We will work with individuals to identify additional needs and make appropriate adjustments to enable them to be successful. We recognise the need to make adjustments in all aspects of college life, including work experience, residential and educational visits and learning and social facilities.
- 4 We will create a culture which encourages students and staff to feel confident about disclosing disability related information.
- 5 We recognise that reasonable adjustments will need to be considered and made, where appropriate, to ensure that staff and students who become disabled during their course of employment or study are able to continue with their study or work activities.
- 6 All new buildings will be fully accessible and we will continue to improve accessibility in our older buildings.

- 7 Where students are unable to join main stream programmes, we will provide appropriate alternatives for example students with complex learning difficulties will have the opportunity to study in a small, highly supported, discrete group
- 8 We will continue to maintain our 'Disability Two Ticks Symbol' in recognition of our commitment to positively promote the employment of people with disabilities.
- 9 Discrimination on the grounds of disability will not be tolerated and will be dealt with through the college's staff conduct procedure and student disciplinary procedure.
- 10 Monitoring and any action necessary will be undertaken as outlined in the General Statement of Intent
- 11 Complaints or concerns should be raised as outlined in the General Statement of Intent

## STATEMENT OF INTENT GENDER

### POSITION STATEMENT

City College is working actively to create a supportive environment for both women and men which is conducive to excellent practice in education, training and employment.

We will open up choices for women and men by actively combating discrimination in every area of College life. City College will not allow sexual harassment or unfavourable treatment in any form. We are working to address gender imbalance in some areas of work or study.

### SCOPE

The College recognises its obligations under the Sex Discrimination Act 1975/ Equality Act 2006 and “**The General Duty to Promote Gender Equality**”.

We will aim to:

- **Eliminate unlawful sex discrimination**
- **Promote equality of opportunity**
- **Promote good relations between men and women**

### OUR COMMITMENT

- 1 We strongly oppose sexism and are committed to taking positive action to identify and remove sexism in College life.
- 2 We will take positive action to develop equality of opportunity for men and women throughout the College and work towards quality and equality underpinning their whole College experience.
- 3 We will monitor our progress in implementing equality of opportunity for male and female students. The Diversity Group and the relevant committees of the Corporation will receive reports on student achievement by gender.
- 4 Male and female students will be encouraged into non-traditional areas of work or study so that gender stereotyping becomes the exception.
- 5 Sexual harassment will not be tolerated in any area of College life.
- 6 Monitoring and any action necessary will be undertaken as outlined in the General Statement of Intent
- 7 Complaints or concerns should be raised as outlined in the General Statement of Intent.

## STATEMENT OF INTENT SEXUAL ORIENTATION

### **POSITION STATEMENT**

City College aims for excellence by positive engagement with people of all sexualities. The College values all its staff and students equally, regardless of their sexual orientation and aims to create an environment in which all staff and students, whatever their sexuality, feel equally welcome and valued, and in which discriminatory behaviour is not tolerated.

City College recognises that people are often treated unfairly in terms of education, training and employment because of their sexuality. The College's aim is to eradicate discrimination on the grounds of sexuality and to promote equality of opportunity for all.

City College is actively working to create an inclusive environment which is conducive to excellent practice in education, training and employment.

### **OUR COMMITMENT**

In line with these values and in accordance with the Employment Equality (Sexual Orientation) Regulations 2003, the College seeks to ensure that:

- 1 Students and staff will not be discriminated against or treated unfavourably because of their sexuality.
- 2 Discrimination on the grounds of sexual orientation will not be tolerated and will be dealt with through the college's Conduct Policy.
- 3 We will consult with appropriate groups including the Diversity Group, as to the best way to collect sexuality data from staff and students for monitoring purposes and promoting equality of opportunity.
- 4 Monitoring and any action necessary will be undertaken as outlined in the General Statement of Intent
- 5 Complaints or concerns should be raised as outlined in the General Statement of Intent

## **SOCIAL CLASS STATEMENT OF INTENT**

### **POSITION STATEMENT**

City College recognises that class is a key factor in educational achievement. Class is defined by, for example, lifestyle, income, economic status and cultural identity. Class can impact on people's life aspirations and others' perceptions of their potential and opportunities for success.

Further education has a proud tradition of providing opportunities for working class people. City College will continue to build on that tradition.

### **Our Commitment**

- 1 We will raise people's aspirations about education and employment through the provision of clear advice, guidance and counselling at all stages of the learning programme.
- 2 We will do all we can to ensure that people can afford to enrol on, and remain on, courses by campaigning actively for financial support for students.
- 3 We will recognise, accredit and build upon the knowledge and experience which people bring to their learning.
- 4 We will recognise and give value to working class culture, language and identity and address these factors in our marketing, curriculum, design, teaching and learning practices.
- 5 We will provide inclusive learning support necessary to ensure that all students achieve fully and succeed at every stage of learning and at every qualification level.
- 6 The Diversity Group and the relevant Committees of the Corporation will receive reports by postcode and student success.
- 7 Discrimination on the grounds of social class will not be tolerated and will be dealt with through the college's staff conduct procedure and student disciplinary procedure.
- 8 Monitoring and any action necessary will be undertaken as outlined in the General Statement of Intent
- 8 Complaints or concerns should be raised as outlined in the General Statement of Intent

## **AGE STATEMENT OF INTENT**

### **POSITION STATEMENT**

City College recognises that people are often discriminated against and stereotyped because of their age. This is evident in the range of beliefs, assumptions and attitudes which underpin judgements about an individual's potential, behaviour and preferences. It is also reflected in the stereotyping which categorises people by generation or life phases rather than through recognition of their talent, competence and capability.

City College recognises that people can develop throughout their life and that an individual's life experiences add value to their role as a member of the college community and their personal learning experience.

### **OUR COMMITMENT**

In line with the values above and Age Discrimination legislation 2006:

- 1 We will promote actively and support educational achievement for people of all ages.
- 2 We will work to remove arbitrary age barriers to educational access and to the realisation of individual potential and success.
- 3 We will promote actively up-skilling and re-training programmes for those in paid employment or who wish to re-enter employment.
- 4 We will promote positive images of achievement by people of all ages and which recognise and celebrate the knowledge and experience which people bring to their learning throughout life.
- 5 We will consider all requests by staff to continue working beyond the current retirement age.
- 6 Discrimination on the grounds of age will not be tolerated and will be dealt with through the college's staff conduct procedure and student disciplinary procedure.
- 7 Our recruitment and selection processes will be inclusive and encourage applications from all age groups.
- 8 Monitoring and any action necessary will be undertaken as outlined in the General Statement of Intent
- 9 Complaints or concerns should be raised as outlined in the General Statement of Intent

## THE LEGAL FRAMEWORK

**City College complies with all appropriate sections of:**

- **The Race Relations Act, 1976**
- **The Sex Discrimination Act, 1975**
- **The Disability Discrimination Act, 1995**
- **The Human Rights Act, 1998**
- **The Race Relations (Amendment) Act 2000**
- **Employment Equality (Sexual Orientation) Regulations 2003**
- **Employment Equality (Religion or Belief) Regulations 2003**
- **Age Discrimination Regulations 2006**